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# Army Synthetic Validity Project Report of Phase II Results

## Volume II: Appendixes

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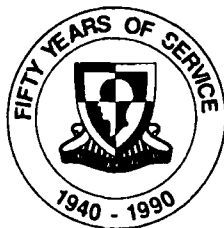
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ARMY SYNTHETIC VALIDITY PROJECT: REPORT OF PHASE II RESULTS:  
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**APPENDIX A**

**INTERCORRELATIONS OF JOB HISTORY SUBTEST AND  
TOTAL SCORES FOR PHASE 2 MOS**

INTERCORRELATIONS OF JOB HISTORY SUBTEST AND TOTAL SCORES -- 16S

	SELF	SUPER- VISED	TAUGHT	TESTED	WROTE
SELF	1.000				
SUPERVISED	0.884	1.000			
TAUGHT	0.838	0.777	1.000		
TESTED	0.753	0.763	0.883	1.000	
WROTE	0.153	0.189	0.302	0.340	1.000
TOTAL	0.909	0.905	0.940	0.922	0.398

NUMBER OF OBSERVATIONS: 90

INTERCORRELATIONS OF JOB HISTORY SUBTEST AND TOTAL SCORES -- 19K

	SELF	SUPER- VISED	TAUGHT	TESTED	WROTE
SELF	1.000				
SUPERVISED	0.949	1.000			
TAUGHT	0.849	0.900	1.000		
TESTED	0.708	0.806	0.925	1.000	
WROTE	-0.219	-0.259	-0.193	-0.123	1.000
TOTAL	0.920	0.954	0.964	0.908	-0.083

NUMBER OF OBSERVATIONS: 54

INTERCORRELATIONS OF JOB HISTORY SUBTEST AND TOTAL SCORES -- 67N

	SELF	SUPER- VISED	TAUGHT	TEST	WROTE
SELF	1.000				
SUPERVISED	0.782	1.000			
TAUGHT	0.746	0.898	1.000		
TESTED	0.604	0.756	0.851	1.000	
WROTE	0.397	0.383	0.416	0.484	1.000
TOTAL	0.848	0.942	0.961	0.890	0.492

NUMBER OF OBSERVATIONS: 56

INTERCORRELATIONS OF JOB HISTORY SUBTEST AND TOTAL SCORES -- 76Y

	SELF	SUPER- VISED	TAUGHT	TESTED	WROTE
SELF	1.000				
SUPERVISED	0.830	1.000			
TAUGHT	0.840	0.805	1.000		
TESTED	0.615	0.611	0.792	1.000	
WROTE	-0.048	-0.108	0.059	0.191	1.000
TOTAL	0.886	0.875	0.950	0.864	0.149
NUMBER OF OBSERVATIONS:		50			

INTERCORRELATIONS OF JOB HISTORY SUBTEST AND TOTAL SCORES -- 88M

	SELF	SUPER- VISED	TAUGHT	TESTED	WROTE
SELF	1.000				
SUPERVISED	0.739	1.000			
TAUGHT	0.703	0.849	1.000		
TESTED	0.629	0.768	0.908	1.000	
WROTE	0.113	0.125	0.146	0.201	1.000
TOTAL	0.816	0.912	0.946	0.917	0.304
NUMBER OF OBSERVATIONS:		52			

INTERCORRELATIONS OF JOB HISTORY SUBTEST AND TOTAL SCORES -- 91A

	SELF	SUPER- VISED	TAUGHT	TESTED	WROTE
SELF	1.000				
SUPERVISED	0.871	1.000			
TAUGHT	0.852	0.825	1.000		
TESTED	0.737	0.747	0.922	1.000	
WROTE	0.115	0.181	0.308	0.288	1.000
TOTAL	0.893	0.904	0.969	0.922	0.377
NUMBER OF OBSERVATIONS:		59			

INTERCORRELATIONS OF JOB HISTORY SUBTEST AND TOTAL SCORES -- 94B

---

	SELF	SUPER- VISED	TAUGHT	TESTED	WROTE
SELF	1.000				
SUPERVISED	0.722	1.000			
TAUGHT	0.680	0.754	1.000		
TESTED	0.422	0.410	0.670	1.000	
WROTE	-0.226	-0.150	0.026	0.200	1.000
TOTAL	0.782	0.833	0.916	0.766	0.153

NUMBER OF OBSERVATIONS: 43

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**APPENDIX B**

**DESCRIPTIVE STATISTICS AND RELIABILITIES  
FOR JOB HISTORY SUBTEST AND TOTAL SCORES BY COMMAND  
FOR PHASE 2 MOS**

**DESCRIPTIVE STATISTICS AND RELIABILITIES FOR PHASE 2  
JOB HISTORY SUBTEST AND TOTAL SCORES BY COMMAND -- 16S**

JOB HISTORY SUBTEST		FORSCOM (N = 68)	TRADOC (N = 22)	OVERALL (N = 90)
Self	$\bar{X}$	73.015	29.273	62.322
	SD	22.368	10.776	27.593
	Alpha			.949
	Odd-Even			.924
Supervised	$\bar{X}$	74.103	26.818	62.544
	SD	27.339	10.473	31.719
	Alpha			.960
	Odd-Even			.940
Taught	$\bar{X}$	61.103	23.955	52.022
	SD	29.856	10.031	30.863
	Alpha			.964
	Odd-Even			.931
Tested	$\bar{X}$	54.000	21.227	45.989
	SD	31.224	12.165	31.136
	Alpha			.966
	Odd-Even			.948
Wrote	$\bar{X}$	7.765	6.455	7.444
	SD	18.616	10.248	16.912
	Alpha			.975
	Odd-Even			.941
TOTAL SCORE	$\bar{X}$	269.985	107.727	230.322
	SD	107.529	39.277	118.260
	Alpha			.895
	Odd-Even			.899

Note. Thirty tasks per subtest, 150 tasks total.

DESCRIPTIVE STATISTICS AND RELIABILITIES FOR PHASE 2  
JOB HISTORY SUBTEST AND TOTAL SCORES BY COMMAND -- 19K

JOB HISTORY SUBTEST		FORSCOM (N = 31)	TRADOC (N = 23)	OVERALL (N = 54)
Self	$\bar{X}$	92.387	29.435	65.574
	SD	24.918	17.704	38.326
	Alpha			.979
	Odd-Even			.961
Supervised	$\bar{X}$	87.419	23.696	60.278
	SD	31.566	12.441	40.495
	Alpha			.980
	Odd-Even			.975
Taught	$\bar{X}$	73.097	21.304	51.037
	SD	33.469	13.144	37.068
	Alpha			.980
	Odd-Even			.966
Tested	$\bar{X}$	59.839	20.000	42.870
	SD	39.229	13.416	36.623
	Alpha			.981
	Odd-Even			.967
Wrote	$\bar{X}$	1.742	16.565	8.056
	SD	5.704	26.071	18.849
	Alpha			.976
	Odd-Even			.987
TOTAL SCORE	$\bar{X}$	314.484	111.000	227.815
	SD	117.612	66.459	141.345
	Alpha			.863
	Odd-Even			.922

Note. Twenty-nine tasks per subtest, 145 tasks total.

**DESCRIPTIVE STATISTICS AND RELIABILITIES FOR PHASE 2  
JOB HISTORY SUBTEST AND TOTAL SCORES BY COMMAND -- 67N**

JOB HISTORY SUBTEST		FORSCOM (N = 25)	TRADOC (N = 31)	OVERALL (N = 56)
Self	$\bar{X}$	46.000	43.323	44.518
	SD	14.376	25.276	20.987
	Alpha			.910
	Odd-Even			.828
Supervised	$\bar{X}$	41.520	43.839	42.804
	SD	22.008	27.121	24.777
	Alpha			.926
	Odd-Even			.800
Taught	$\bar{X}$	34.000	40.839	37.786
	SD	21.022	28.068	25.186
	Alpha			.941
	Odd-Even			.861
Tested	$\bar{X}$	20.040	28.710	24.839
	SD	21.740	26.095	24.425
	Alpha			.950
	Odd-Even			.888
Wrote	$\bar{X}$	0.800	2.161	1.554
	SD	2.887	4.050	3.613
	Alpha			.804
	Odd-Even			.713
TOTAL SCORE	$\bar{X}$	142.360	158.871	151.500
	SD	70.420	101.876	88.846
	Alpha			.886
	Odd-Even			.908

Note. Twenty-eight tasks per subtest, 140 tasks total.

**DESCRIPTIVE STATISTICS AND RELIABILITIES FOR PHASE 2  
JOB HISTORY SUBTEST AND TOTAL SCORES BY COMMAND -- 76Y**

JOB HISTORY SUBTEST		FORSCOM (N = 29)	TRADOC (N = 21)	OVERALL (N = 50)
Self	$\bar{X}$	64.241	49.286	57.960
	SD	20.681	27.142	24.509
	Alpha			.914
	Odd-Even			.921
Supervised	$\bar{X}$	63.724	50.905	58.340
	SD	26.709	28.998	28.137
	Alpha			.935
	Odd-Even			.938
Taught	$\bar{X}$	46.276	45.286	45.860
	SD	25.251	30.115	27.107
	Alpha			.934
	Odd-Even			.947
Tested	$\bar{X}$	28.103	40.095	33.140
	SD	28.157	33.372	30.714
	Alpha			.958
	Odd-Even			.948
Wrote	$\bar{X}$	2.241	8.429	4.840
	SD	5.692	16.333	11.701
	Alpha			.941
	Odd-Even			.947
TOTAL SCORE	$\bar{X}$	204.586	194.000	200.140
	SD	86.697	118.682	100.360
	Alpha			.852
	Odd-Even			.870

Note. Twenty-nine tasks per subtest, 145 tasks total.

**DESCRIPTIVE STATISTICS AND RELIABILITIES FOR PHASE 2  
JOB HISTORY SUBTEST AND TOTAL SCORES BY COMMAND -- 88M**

JOB HISTORY SUBTEST		FORSCOM (N = 29)	TRADOC (N = 23)	OVERALL (N = 52)
Self	$\bar{X}$	66.448	44.739	56.846
	SD	18.448	18.186	21.167
	Alpha			.915
	Odd-Even			.904
Supervised	$\bar{X}$	58.931	43.652	52.173
	SD	23.534	28.197	26.566
	Alpha			.944
	Odd-Even			.928
Taught	$\bar{X}$	44.241	42.087	43.288
	SD	23.375	29.609	26.064
	Alpha			.948
	Odd-Even			.923
Tested	$\bar{X}$	37.276	36.522	36.942
	SD	24.958	30.448	27.241
	Alpha			.952
	Odd-Even			.943
Wrote	$\bar{X}$	4.345	10.174	6.923
	SD	11.899	15.959	14.005
	Alpha			.944
	Odd-Even			.937
TOTAL SCORE	$\bar{X}$	211.241	177.174	196.173
	SD	84.125	106.830	95.396
	Alpha			.869
	Odd-Even			.885

Note. Twenty-nine tasks per subtest, 145 tasks total.

**DESCRIPTIVE STATISTICS AND RELIABILITIES FOR PHASE 2  
JOB HISTORY SUBTEST AND TOTAL SCORES BY COMMAND -- 91A**

JOB HISTORY SUBTEST		FORSCOM (N = 33)	TRADOC (N = 26)	OVERALL (N = 59)
Self	$\bar{X}$	61.212	70.038	65.102
	SD	20.870	30.899	25.911
	Alpha			.927
	Odd-Even			.934
Supervised	$\bar{X}$	63.606	71.769	67.203
	SD	31.283	33.580	32.291
	Alpha			.950
	Odd-Even			.955
Taught	$\bar{X}$	45.455	67.808	55.305
	SD	30.158	33.583	33.365
	Alpha			.960
	Odd-Even			.963
Tested	$\bar{X}$	40.515	61.154	49.610
	SD	31.563	35.513	34.642
	Alpha			.965
	Odd-Even			.969
Wrote	$\bar{X}$	0.273	16.154	7.271
	SD	0.977	23.591	17.426
	Alpha			.977
	Odd-Even			.989
TOTAL SCORE	$\bar{X}$	211.061	286.923	244.492
	SD	104.388	133.849	123.196
	Alpha			.893
	Odd-Even			.912

Note. Twenty-nine tasks per subtest, 145 tasks total.

**DESCRIPTIVE STATISTICS AND RELIABILITIES FOR PHASE 2  
JOB HISTORY SUBTEST AND TOTAL SCORES BY COMMAND -- 94B**

JOB HISTORY SUBTEST		FORSCOM (N = 28)	TRADOC (N = 15)	OVERALL (N = 43)
Self	$\bar{X}$	66.464	44.467	58.791
	SD	19.192	21.593	22.466
	Alpha			.888
	Odd-Even			.859
Supervised	$\bar{X}$	71.179	49.933	63.767
	SD	26.473	25.855	27.898
	Alpha			.927
	Odd-Even			.897
Taught	$\bar{X}$	55.429	45.000	51.791
	SD	22.859	22.618	23.060
	Alpha			.893
	Odd-Even			.861
Tested	$\bar{X}$	41.107	36.600	39.535
	SD	23.465	23.871	23.423
	Alpha			.911
	Odd-Even			.925
Wrote	$\bar{X}$	2.714	18.067	8.070
	SD	10.219	21.449	16.592
	Alpha			.955
	Odd-Even			.953
TOTAL SCORE	$\bar{X}$	236.893	194.067	221.953
	SD	75.856	89.388	82.395
	Alpha			.764
	Odd-Even			.820

Note. Twenty-eight tasks per subtest, 140 tasks total.

**APPENDIX C**

**OMITTED TASKS AND ACTIVITIES**

Table C-1

Tasks Identified as Omitted from the Task Questionnaire by MOS and Command

16S

FORSCOM

- o Training/Discipline
- o Track Targets with Shoulder Fired Weapons (not Small Arms)
- o Creative Acquisition of Necessary Supplies
- o Demonstrate Initiative (2)<sup>1</sup>

TRADOC

- o Firing Procedures/Technical Aspects of the Weapon
- o IFF
- o Firing of MANPADS System

19K

FORSCOM

- o General Soldiering
- o Combat Arms Tactics

TRADOC

- o Expand NBC Tasks
- o Driving Vehicle
- o Obstacle Clearing
- o Survivability on the Battlefield
- o Handling KIA
- o Personal Hygiene & Preventive Medicine

---

<sup>1</sup> Numbers in parentheses indicate the number of participants that identified the task as omitted from the questionnaire.

Table C-1 (continued)

Tasks Identified as Omitted from the Task Questionnaire by MOS and Command

67N

FORSCOM

- o ISU
- o Preventive Maintenance
- o Aerial Observation
- o Hydraulic System Maintenance
- o Physical Training
- o Comprehension of Written Documents/Manuals
- o Understanding of Technical Manuals
- o Comprehension of Oral Orders
- o M60D under Operate Crew-Served Weapons
- o Common Sense or Problem Solving
- o Work without Supervision
- o Self-Discipline
- o Blind Obedience
- o Psychological Temperament
- o Maintenance
- o ACFT Engines
- o AFCT Flight Controls
- o Vehicle Up Keep
- o More Specific Aviation Maintenance

TRADOC

- o Responsibilities
- o Passenger Control
- o Aircraft Jacking and Hoist Lifting

76Y

FORSCOM

- o TACCS Applications (Automated System)
- o Filing
- o Controlling Property
- o SQT Test
- o Forms
- o Issue of POL
- o Turn-in of Ammo

TRADOC

- o Accountability

Table C-1 (continued)

Tasks Identified as Omitted from the Task Questionnaire by MOS and Command

88M

FORSCOM

- o Areas in FM: 55-30
- o Areas in FM: 21-305
- o 88M related tasks
- o Operating Vehicles
- o PMCS
- o Convoy Operations

TRADOC

- o Hazardous Cargo
- o Individual Activities - Escape & Evasion

91A

FORSCOM

- o More Medical Tasks (3)
- o EMT
- o Operations as it relates to TO&E Unit in a Medical Company 5B [SB?]
- o Establish Tents and Camouflage
- o Decontaminate Self and Others
- o Dig Fighting Positions
- o Develop Team Work
- o Working with Others, i.e., agencies, staff
- o Assemble Tentage
- o Evacuation of Patients

TRADOC

- o Field Sanitation (3)
- o Environmental Health
- o Emergency Medical Care
- o Preventive Medicine (3)
- o Evacuation of Sick and Wounded
- o Prepare and Administer Medicine
- o Psycho-Social Skills
- o Medical Performance Tasks
- o Use of Selected Medical Equipment
- o Knowledge/Application of Personal Hygiene Methods

Table C-1 (continued)

Tasks Identified as Omitted from the Task Questionnaire by MOS and Command

94B

FORSCOM

- o Ration Preparation
- o Field Training 94B - Pertain to Equipment & Food
- o Personal Hygiene - Field & Garrison (4)
- o Kitchen Equipment - Garrison
- o Field Preparation of Foods & Equipment
- o Food, Field, & Personal Sanitation - Garrison & Field (6)
- o Administration of 94B
- o Recipe Cards (2)
- o Production Schedules
- o Headcount Paperwork
- o Nutrition
- o Field Equipment
- o Food Preparation
- o Cook Time
- o Cooking/Food Storage/Inspection cannot be so easily lumped together under one line
- o Physical Fitness
- o Crew-Served Weapons (.50 or .60 cal) (2)
- o Tactical Set-up of Field Equipment
- o Operating an MKT
- o Following Army Recipes
- o Being on time for work

TRADOC

- o Operational Maintenance
- o Sanitation (2)
- o Food Service Tasks with Field Requirements
- o Cut, Slice, Dice, Chop, Weigh, Measure
- o Use Sensory Perception [Sensory ?]
- o Store Perishable/Semi-Perishable Food Supplies

Table C-2

Activities Identified as Omitted from the Activity Questionnaire by MOS and Command

16S

FORSCOM

- o Act Independently, without Instructions
- o Act Under Stressful Situations
- o Ability to Work without Supervision
- o Self-Motivation, including Initiative
- o Ability to Exercise Common Sense
- o Demonstration of Maturity
- o Ability to Accept Changes
- o Weapon Proficiency, i.e., with Assigned Weapon M16, etc. and with MOS Weapon System
- o Quick or High Speed Moving Objects
- o Matching Names to Objects (i.e., Aircraft and Armor Recognition)
- o Recalling Steps in Sequence
- o Initiative (3)<sup>2</sup>

TRADOC

- o Hand-Eye Coordination

19K

FORSCOM

- o Working in an adverse environment under multiply task situations
- o Be able to put up with changes, unorganization
- o Not knowing what's going to happen on tomorrow's work day
- o Stress factors involved. Also, how do we manage the mental and physical stress environment.
- o Combat Arms

TRADOC

- o NBC Related Activities
- o Disassemble/Assemble Equipment

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<sup>2</sup> Numbers in parentheses indicate the number of participants that identified the activity as omitted from the questionnaire.

Tabel C-2 (continued)

Activities Identified as Omitted from the Activity Questionnaire by MOS and Command

67N

FORSCOM

- o Ability to perform repetitious functions without getting laxadazical on inspections, such as PMD daily inspections and not miss a less than obvious problem.
- o No Common Sense [I think he means Common Sense.]
- o Work without Supervision
- o Willingness to Learn
- o Behavior
- o Temperament
- o Ability to Follow Instructions
- o Vehicle Convoys

TRADOC

- o Be able to put in writing faults and deficiencies in clear writing and understanding and to interpret the meaning.
- o More tasks about UH-1 A/C.

76Y

TRADOC

- o Military Bearing
- o Warehousing/Storage
- o Issue and Storage of Supplies
- o Accountability

88M

FORSCOM

- o Monitoring Movement of Vehicles
- o PMCS
- o More Extensive Physical (PT)
- o More Extensive 88M Functions (Vehicle Recovery)

TRADOC

- o More specific questions on operating wheel vehicles.
- o NBC-1 Reports
- o NBC - Partial Decon of Cargo, Equipment, and Personnel
- o Handling of Hazardous Cargo
- o Operation of Commo Equipment
- o Radio Transmission
- o Independent Skills, i.e., Escape & Evasion

Table C-2 (continued)

Activities Identified as Omitted from the Activity Questionnaire by MOS and Command

91A

FORSCOM

- o EMT
- o Survival Skills
- o Land Nav Skills
- o Commo Skills
- o More First Aid Questions
- o More Medical

TRADOC

- o Independence - given direction, objectives, can operate independently.
- o Psycho-Social Skills
- o Better Tool
- o Field Medical Scenarios
- o Use of Special Medical Equipment
- o Personal Hygiene
- o Preventive Medicine

94B

FORSCOM

- o Basic Map Reading
- o Maintain Healthful, Sanitary Conditions
- o Standing for Prolong Period
- o Loud Noise
- o Protocol
- o Having to answer numerous people for the same question & people not involved with the situation.
- o Individual's ability to use acquired knowledge without supervisory capacity.

Table C-2 (continued)

Activities Identified as Omitted from the Activity Questionnaire by MOS and Command

948

TRADOC

- o Categories Related to a Cook at the AIT Level
- o Weights and Measure (2)
- o Sanitation (3)
- o Communication
- o Mental Stress
- o Make Judgements/Minimum Supervision
- o Work Against the Clock
- o Comprehension (Reading & Understanding)
- o Artistic Ability
- o Hands On Experience In Put
- o Ideas of Workers or Trainers
- o Possibly some specific MOS tasks to identify if soldiers are actually performing MOS-critical tasks, and to see if our leaders can lead. If Non-Coms (NCOs) are not proficient now, how can we expect tomorrow's to be?

Table C-3

Tasks and Activities Identified as Omitted from the Hybrid Questionnaire by  
MOS and Command

16S

FORSCOM

- o Basic Soldiering Knowledge of the Weapon Systems
- o Decision Making
- o Follow a Set of Instructions
- o Identify Vehicles, Aircraft, and Equipment - This, in addition to firing the weapon, is one of the most critical tasks in short range air defense. (4)<sup>3</sup>
- o Radio/Telephone Procedures (2)
- o NBC Reporting
- o Survival Techniques (2)
- o Air Land Battle Doctrine
- o Camouflage, Concealment, Deception
- o Field Fortifications
- o Land Warfare
- o Special Operations
- o Night Fighting Techniques
- o Terrain Identification and Analysis
- o Battlefield Fatigue/Stress
- o Early Warning Reporting
- o Engage Aircraft
- o Threat Tactic
- o IFF Programing
- o 5 Paragraph Operation Order
- o Stinger Teams Operation
- o Firing the Stinger
- o Destroy the Stinger
- o Stinger Employment and Tactics
- o Types of Defense (Convoy, Point Manuvering)
- o Aircraft Techniques Deployment

TRADOC

- o Basic Map Reading - the ability to interpret a map, locate own position, and determine route.
- o Equipment Procedures
- o Weapon Destruction Procedures
- o VACR \*
- o Crew Drills
- o Radar Determination
- o Cold/Hot Weather Operations (Soldier Care/Equipment Care)
- o Deployability
- o Visual Aircraft Recognition

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<sup>3</sup> Numbers in parentheses indicate the number of participants that identified the task and/or activity as omitted from the questionnaire.

Table C-3 (continued)

Tasks and Activities Identified as Omitted from the Hybrid Questionnaire by  
MOS and Command

19K

FORSCOM

- o Tank Fighting Positions
- o Use Indirect Fire Support (Call for Fire) (2)
- o More Directly Related Combat Arms Tasks
- o Plan Unit Training
- o Plan Unit PT Program

TRADOC

- o NBC Tasks
- o Handling KIA
- o Personal Hygiene & Preventive Medicine
- o Vehicle Recovery Tasks
- o Prepare Fighting/Firing Positions
- o Occupy Fighting/Firing Positions
- o Stress Management
- o Gunnery
- o Tactical Driving
- o Maintenance - more specificity
- o Follow Verbal and Written Instructions
- o Follow Pictorial Diagrams to Inspect, Utilize, and Maintain Equipment
- o Fire Main Gun
- o Engage Targets

Table C-3 (continued)

Tasks and Activities Identified as Omitted from the Hybrid Questionnaire by  
MOS and Command

67N

FORSCOM

- o Mechanical Attitude
- o Operate Special Equipment e.g. Torque Wrench, Dial Indicator, Micrometer, etc.
- o Ability to Read and Interpret Technical Instructions
- o Ability to Make Decisions Based on Previous Experience
- o Ability to Work with Others to Solve Problems
- o Ability to Change and Disgard Priorities every 10 Minutes and Never be Determined to Finish Anything You Start.
- o Supervisory Skills, i.e., Personnel Management
- o Accomplishment of Daily Tasks in Proper Priority
- o Mowing Lawns
- o Attending Appointments
- o Inventory Tools
- o Attending Schools (Non-Aviation Related)
- o Guard Duty and Related Compensation Time
- o Common Sense or Problem Solving
- o Vehicle Convoys
- o Flexibility
- o Self-Discipline
- o Memory

TRADOC

- o Time Management
- o Scheduling
- o Applying and Understanding the Fundamentals of Applied Mechanics, Physical, Logical Troubleshooting Processes
- o Organizing Work Flow
- o Ability to Use and Interpret Technical Manuals and Related Publications
- o Understanding of General Maintenance Procedures - PL, QC, 25/1, etc.
- o Auonic [?] Systems

Table C-3 (continued)

Tasks and Activities Identified as Omitted from the Hybrid Questionnaire by  
MOS and Command

76Y

FORSCOM

- o Lateral Transfers
- o SSSC Purchase/Local Purchase Order
- o Cyclical Inventories
- o 100% Inventories
- o Statement of Charges/15-6 Investigation
- o Sub-Hand Receipts
- o Storage of Pilferage Items
- o Responsibility of Equipment
- o Every detail you could ever imagine
- o Inventories
- o DX Procedures
- o Publication/Files
- o Automated System Applications
- o Money Administration

TRADOC

- o Supply Management
- o Accountability
- o Operating in a Field Environment, i.e., run a LOG Pack, Camouflaging Personnel and Equipment, Request Supplies and Equipment from the Field, Send Personnel and Equipment Status Reports
- o More Training Related to Operating a Radio, Wheel and Track Vehicles, and Operating a Stove or Generator
- o Something in the Area of Being Able to Make it Happen
- o Account for Equipment

88M

FORSCOM

- o Operate Vehicle in Blackout Drive (2)
- o Coupling and Uncoupling Semi-Trailer and Tractor
- o Convoy Operations (2)
- o Ambushed
- o Driving through Different Terrain
- o Recovery
- o Transport Fuel
- o Maintenance Management
- o CTT
- o More 88M Tasks

Table C-3 (continued)

Tasks and Activities Identified as Omitted from the Hybrid Questionnaire by  
MOS and Command

88M

TRADOC

- o NBC-1 Reporting
- o NBC Partial Decon of Vehicles, Personnel, and Cargo
- o Operating Communication Equipment
- o Operating Vehicles in Adverse Weather Conditions
- o Ability to use an SOI
- o Knowledge of Rail Operations, Rail Loading Techniques
- o Knowledge of Seaport Techniques and Procedures
- o Controlling POWs
- o Escape and Evasion Techniques
- o Calling for Artillery
- o Code of Conduct
- o Operate Individually in Accomplishing a Unit Mission

91A

FORSCOM

- o More Tasks on General Soldiering
- o Survival Tasks
- o Map Reading
- o CTT Tasks
- o Soldier Manual Tasks at Proper Skill Level
- o More Medical Applicable
- o More Medical Treatment Questions

Table C-3 (continued)

Tasks and Activities Identified as Omitted from the Hybrid Questionnaire by  
MOS and Command

91A

TRADOC

- o Care for Medical Supplies
- o Logistics involved with maintaining adequate amounts of controlled substances and expiration dates of medicines.
- o Ability to act independently given guidance, objectives.
- o Field Sanitation - understanding weather and environmental impacts on self and others. (2)
- o Psycho-Social Skills - ability to relate to people. (2)
- o Medical tasks - Specific
- o Moving Tentage/Must Units
- o Personnel Administration
- o Provide Medical Education to Unit
- o Apply Map Reading to Patient Evacuation (finding one's way to a destination)
- o Medical Treatment
- o Medical Evacuation
- o Triage
- o Radio Operation
- o Areas of patient care should include bedside nursing skills
- o Interpret Instructions

94B

FORSCOM

- o Camouflage Equipment
- o Field Sanitation
- o Water Purification
- o NBC First Aid
- o Perform Mathematical Conversions - use calculated data to determine recipe yield.
- o Accountability of Subsistence
- o Perform Administrative Procedures
- o Accountability of Equipment

Table C-3 (continued)

Tasks and Activities Identified as Omitted from the Hybrid Questionnaire by  
MOS and Command

94B

TRADOC

- o How to Perform Maintenance Checks on Food Service Type Equipment
- o Personal Hygiene (2)
- o Sanitation (3)
- o Field Equipment (M2 Burner, Immersion Heater)
- o Following Production Schedule, etc.
- o More skill level 10 for 18 months.
- o Execute Proper Food Preparation and Serving Techniques in Garrison and Field Environments (2)
- o Perform Operator Maintenance on all Kitchen Equipment, i.e., Griddles, Deep Fat Fryers, Ovens, Refrigerators, Freezers, Coffee Urns, etc.
- o Pitch and Strike M-1948 Kitchen Tent; GP Medium Tent; MKT
- o Serving Line Techniques - Setting up Serving Lines during Field Training
- o More MOS Tasks for 94Bs. This covers almost none of our MOS.

**APPENDIX D**

**SUGGESTIONS FOR ADDITIONAL ATTRIBUTES**

TABLE D-1

## SUGGESTIONS FOR ADDITIONAL ATTRIBUTES BY TYPE

## KNOWLEDGE/ABILITY

<u>Attribute</u>	<u>Frequency</u>
Attention to detail	1
General knowledge	1
Intelligence (grasp ideas quickly)	1
Military education	1
Political awareness	1
Study habits	1
Writing	1
Common sense	2
Decision making	2

## PHYSICAL

<u>Attribute</u>	<u>Frequency</u>
Vision	1

## TEMPERAMENT

<u>Attribute</u>	<u>Frequency</u>
Accountability	1
Attitude	1
Carry out mission in isolation	1
Dedication to duty	1
Determination	1
Faith in higher authority	1
Force	1
Good listener	1
Honesty	1
Independence	1
Initiative	1
Maturity	1
Mental endurance	1
Patriotism	1
Proficiency	1

TABLE D-1

TEMPERAMENT (continued)

<u>Attribute</u>	<u>Frequency</u>
Tact	1
Understanding	1
Achievement expectations/goal realization	2
Discipline/self-control	2
Patience	2
Self-respect/self-enthusiasm	2
Selflessness	2
Perseverance/overcoming challenges	3
Adaptability/flexibility	4
Ethics/integrity/moral courage	4
Loyalty	4

VOCATIONAL INTERESTS

<u>Attribute</u>	<u>Frequency</u>
Interest in waging & winning war	1
Interest in unsupervised technical work	1
Interest in education	1

TABLE D-2

SUGGESTIONS FOR ADDITIONAL ATTRIBUTES BY MOS

MOS - 16S

Ability to carry out mission autonomously, in isolation  
Ability to make decisions in absence of orders  
Adaptability  
Attention to detail  
Common sense  
Dedication to duty  
Faith in a higher authority  
Initiative  
Loyalty  
Moral courage  
Patience  
Patriotism  
Perseverance  
Political awareness  
Proficiency  
Selflessness  
Vision

MOS - 19K

Attitude  
Flexibility  
Force  
Interest in waging & winning war  
Mental endurance

MOS - 67N

Achievement expectations  
Goal realization  
Interest in unsupervised technical work  
Writing

MOS - 76Y

Accountability  
Ethics  
Integrity  
Loyalty  
Patience  
Understanding

MOS - 88M

Being a good listener  
Independence  
Selflessness

TABLE D-2 continued

MOS - 91A

Ability to make life & death decisions  
Completion of tasks despite challenges  
Determination  
Honesty  
Interests in education/vocation  
Level of maturity  
Loyalty  
Perseverance  
Study habits  
Tact

MOS - 94B

Ability to adapt & improvise (2)  
Attain, maintain, & foster discipline  
Common sense  
General knowledge  
Intelligence (grasp ideas quickly)  
Loyalty  
Military education  
Moral integrity  
Self-control  
Self-enthusiasm  
Self-respect

APPENDIX E

MOS DESCRIPTOR MEAN RATINGS

Table E-1

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 165

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Perform operator maint chks and services	4.28	0.84	90	4.14	0.94	88	3.94	0.91	88	4.09	0.92	88
Perform op chcks and services on weapons	3.79	1.01	90	4.01	1.03	88	3.98	0.91	88	3.97	1.01	88
Troubleshoot mechanical systems	1.42	1.63	90	1.39	1.62	89	1.38	1.58	89	1.45	1.69	89
Repair weapons	0.88	1.19	90	1.06	1.35	90	1.06	1.34	90	1.07	1.42	90
Repair mechanical systems	1.59	1.51	90	1.62	1.58	89	1.66	1.54	89	1.67	1.62	89
Troubleshoot weapons	1.40	1.56	90	1.56	1.79	88	1.51	1.64	88	1.47	1.65	88
Install electronic components	2.70	1.81	90	2.66	1.88	89	2.51	1.73	89	2.58	1.80	89
Inspect electrical systems	0.66	1.26	90	0.69	1.29	90	0.69	1.26	90	0.71	1.30	90
Inspect electronic systems	0.80	1.41	90	0.90	1.55	90	0.71	1.30	90	0.82	1.45	90
Repair electrical systems	0.46	1.01	90	0.50	1.11	90	0.51	1.13	90	0.50	1.09	90
Repair electronic components	0.31	0.82	90	0.32	0.83	90	0.33	0.87	90	0.37	0.98	90
Pack and load materials	2.33	1.64	89	2.45	1.77	89	2.35	1.66	89	2.43	1.70	89
Prepare parachutes	0.22	0.68	90	0.17	0.66	89	0.18	0.59	89	0.21	0.76	89
Prepare equip and supplies for air drop	0.24	0.62	90	0.23	0.69	90	0.27	0.82	90	0.26	0.82	90
Operate power excavating equipment	0.10	0.62	90	0.08	0.57	90	0.07	0.47	90	0.09	0.61	90
Operate wheeled vehicles	4.22	1.07	90	4.23	1.13	90	3.82	1.17	90	4.04	1.07	90
Operate track vehicles	1.27	1.53	90	1.28	1.62	89	1.38	1.65	89	1.37	1.63	89
Operate boats	0.08	0.55	90	0.10	0.67	90	0.10	0.62	90	0.12	0.75	90
Operate lifting, loading, & grading equip	0.04	0.33	90	0.07	0.54	90	0.08	0.57	90	0.04	0.33	90
Paint	2.27	1.70	90	1.27	1.48	89	1.56	1.44	89	1.54	1.40	89
Install wire and cables	2.22	1.50	90	2.18	1.61	88	2.13	1.48	88	2.24	1.52	88
Repair plastic and fiberglass	0.27	0.87	90	0.23	0.86	90	0.22	0.82	90	0.21	0.74	90
Repair metal	0.33	0.81	90	0.27	0.79	90	0.36	0.99	90	0.36	0.92	90
Assemble steel structures	0.40	1.08	90	0.36	1.00	90	0.32	0.95	90	0.36	1.04	90
Install pipe assemblies	0.06	0.53	90	0.04	0.42	90	0.06	0.53	90	0.04	0.42	90
Construct wooden bldgs and other structures	0.23	0.81	90	0.22	0.76	90	0.23	0.79	90	0.22	0.76	90
Construct masonry bldgs and structures	0.16	0.69	90	0.17	0.72	90	0.18	0.76	90	0.16	0.69	90
Operate gas and electric powered equip	1.32	1.37	90	1.33	1.53	87	1.39	1.62	87	1.43	1.65	87
Select, layout, & clean med/den equipment	0.06	0.43	90	0.04	0.42	90	0.06	0.53	90	0.04	0.42	90
Use audiovisual equipment	0.80	1.23	90	0.79	1.27	89	0.72	1.15	89	0.76	1.19	89
Reproduce printed material	0.79	1.33	90	0.49	1.00	90	0.57	1.08	90	0.67	1.15	90
Operate electronic equipment	1.99	1.82	90	2.12	1.94	90	1.91	1.79	90	2.01	1.86	90
Operate radar	0.33	1.10	90	0.34	1.18	89	0.20	0.80	89	0.30	1.03	89
Operate computer hardware	0.24	0.87	90	0.32	1.12	90	0.26	0.91	90	0.32	1.08	90
Cook	0.13	0.50	90	0.10	0.45	90	0.12	0.52	90	0.11	0.48	90
Perform medical laboratory procedures	0	0	90	0	0	90	0	0	90	0	0	90
Conduct land surveys	0.90	1.57	90	1.06	1.83	89	0.98	1.69	89	1.01	1.79	89
Provide medical or dental treatment	0.03	0.32	90	0.03	0.32	90	0.03	0.32	90	0.03	0.32	90
Sketch maps, overlaps, or range cards	2.94	1.35	90	3.13	1.46	88	2.86	1.46	88	3.02	1.50	88
Produce technical drawings	0.06	0.31	90	0.06	0.31	90	0.04	0.26	90	0.06	0.31	90
Draw maps and overlays	1.41	1.71	90	1.46	1.82	87	1.29	1.65	87	1.41	1.72	87
Draw illustrations	0.39	1.01	90	0.37	1.03	89	0.37	1.03	89	0.37	1.00	89
Type	0.19	0.58	90	0.19	0.63	90	0.20	0.64	90	0.21	0.64	90
Prepare technical forms and doc vnts	1.16	1.48	90	1.00	1.45	89	1.08	1.43	89	1.10	1.40	89
Record, file, and dispatch information	0.77	1.12	90	0.86	1.38	90	0.87	1.29	90	0.87	1.26	90
Receive, store, & issue supp, equip, etc	0.67	1.14	90	0.75	1.42	89	0.83	1.48	89	0.80	1.40	89
Use hand and arm signals	2.48	1.27	90	2.67	1.58	88	2.61	1.39	88	2.70	1.41	88
Read tech manuals, field manuals, regs etc	3.42	1.27	90	3.63	1.30	89	3.42	1.21	89	3.44	1.26	89
Use maps	4.13	0.90	90	4.17	1.14	89	4.03	1.05	89	4.01	1.14	89
Send and receive radio messages	4.08	0.89	90	4.17	0.99	89	3.98	1.07	89	4.01	1.12	89
Give short oral reports	3.53	1.21	90	3.57	1.35	89	3.47	1.36	89	3.53	1.34	89
Receive clients, patients, guests	0.07	0.33	90	0.04	0.26	90	0.06	0.31	90	0.07	0.39	90
Give directions and instructions	2.63	1.33	90	2.90	1.44	89	2.89	1.43	89	2.84	1.41	89

Table E-1 (continued)

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 165

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Write and deliver presentations	0.46	0.93	90	0.48	1.07	90	0.50	1.01	90	0.53	1.13	90
Interview	0.20	0.60	90	0.25	0.93	90	0.34	1.05	90	0.28	0.89	90
Provide counseling	1.20	1.59	90	1.12	1.63	89	1.39	1.72	89	1.38	1.75	89
Write documents and correspondence	0.39	0.87	90	0.46	1.07	90	0.48	1.05	90	0.52	1.12	90
Decode data	3.04	1.29	90	3.39	1.55	87	3.31	1.47	87	3.36	1.48	87
Analyze electronic signals	0.67	1.36	90	0.75	1.53	89	0.74	1.50	89	0.74	1.50	89
Analyze weather conditions	0.74	1.21	90	0.93	1.63	89	0.92	1.51	89	0.92	1.52	89
Order equipment and supplies	1.20	1.34	90	1.27	1.54	89	1.36	1.58	89	1.34	1.57	89
Estimate time and cost of maint ops	0.16	0.54	90	0.14	0.61	90	0.23	0.81	90	0.23	0.82	90
Plan placement/use of tactical equip	2.33	1.64	90	2.74	1.96	88	2.56	1.87	88	2.64	1.83	88
Translate foreign languages	0.04	0.26	90	0.01	0.11	90	0.03	0.23	90	0.02	0.15	90
Analyze intelligence data	1.01	1.46	90	1.25	1.79	89	1.20	1.62	89	1.15	1.64	89
Control money	0.24	0.98	90	0.19	0.83	90	0.30	1.08	90	0.27	1.01	90
Determine firing data-indirect weapons	0.52	1.15	90	0.69	1.53	90	0.64	1.41	90	0.67	1.41	90
Compute statistics/other math	0.06	0.31	90	0.04	0.33	89	0.04	0.33	89	0.04	0.33	89
Provide programming and DP support	0.06	0.35	90	0.09	0.57	90	0.08	0.48	90	0.09	0.57	90
Control air traffic	0.09	0.47	90	0.11	0.63	90	0.09	0.47	90	0.12	0.65	90
Use hand grenades	2.12	1.39	90	2.30	1.58	88	2.81	1.68	88	2.69	1.55	88
Protect against NBC hazards	3.68	1.13	90	3.82	1.27	89	4.04	1.09	89	4.01	1.15	89
Handle demolitions or mines	1.10	1.32	90	1.40	1.68	90	1.61	1.74	90	1.47	1.65	90
Engage in hand-to-hand combat	1.23	1.51	90	1.27	1.58	90	1.76	1.87	90	1.61	1.77	90
Fire individual weapons	3.50	1.12	90	3.76	1.31	89	3.98	1.13	89	3.87	1.24	89
Control individuals and crowds	1.72	1.67	90	1.51	1.67	89	1.96	1.92	89	1.82	1.82	89
Customs and laws of war	2.23	1.48	90	2.25	1.79	89	2.74	1.74	89	2.61	1.78	89
Navigate	3.64	1.25	90	3.99	1.39	89	3.83	1.26	89	3.93	1.30	89
Survive in the field	3.90	1.10	90	4.06	1.20	89	4.04	1.09	89	4.11	1.11	89
Move and react in the field	3.38	1.53	90	3.60	1.61	89	3.63	1.53	89	3.64	1.59	89
Load and unload field artil/tank guns	0.20	0.88	90	0.17	0.80	90	0.19	0.82	90	0.20	0.88	90
Fire heavy direct fire weapons	0.46	1.33	90	0.50	1.45	90	0.47	1.32	90	0.47	1.33	90
Prepare heavy weapons for tactical use	0.48	1.27	90	0.53	1.45	90	0.47	1.24	90	0.49	1.31	90
Place & camoufl tactical equip and mat	2.92	1.70	90	3.03	1.77	89	3.04	1.77	89	3.03	1.82	88
Fire indirect fire weapons	0.18	0.70	90	0.20	0.84	90	0.24	0.92	90	0.26	0.94	90
Give first aid	3.10	1.24	90	3.45	1.41	89	3.98	1.11	89	3.81	1.20	89
Detect and identify targets	4.17	1.11	90	4.49	1.03	88	3.91	1.18	88	4.16	1.18	88
Plan operations	1.97	1.55	90	2.22	1.82	88	2.14	1.74	88	2.32	1.84	88
Direct/lead teams	2.36	1.64	90	2.64	1.85	88	2.49	1.70	88	2.64	1.74	88
Monitor/inspect	2.22	1.65	90	2.49	1.80	89	2.58	1.79	89	2.60	1.78	89
Lead	2.81	1.57	90	3.02	1.64	89	3.26	1.58	89	3.24	1.60	89
Act as a model	3.24	1.38	90	3.39	1.39	89	3.60	1.22	89	3.58	1.29	89
Counsel	2.46	1.67	90	2.69	1.76	89	2.90	1.76	89	2.91	1.78	89
Communicate	3.12	1.48	90	3.44	1.53	89	3.48	1.45	89	3.53	1.45	89
Train	2.41	1.79	90	2.69	1.97	89	2.74	1.91	89	2.75	1.93	89
Personnel Administration	1.68	1.68	90	1.48	1.69	89	1.74	1.72	89	1.85	1.86	89

Table E-2

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 19K

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Perform operator maint chks and services	4.37	0.71	52	4.46	0.64	52	3.52	1.09	52	4.23	0.73	52
Perform op chks and services on weapons	4.19	0.77	52	4.42	0.67	52	3.85	0.89	52	4.31	0.64	52
Troubleshoot mechanical systems	3.00	1.46	52	3.35	1.40	52	2.67	1.41	52	3.08	1.38	52
Repair weapons	1.94	1.45	52	2.58	1.76	52	2.25	1.66	52	2.44	1.71	52
Repair mechanical systems	3.06	1.39	52	3.42	1.38	52	2.81	1.40	52	3.17	1.37	52
Troubleshoot weapons	2.90	1.52	52	3.37	1.43	52	2.92	1.40	52	3.23	1.44	52
Install electronic components	2.90	1.45	52	3.04	1.34	51	2.65	1.23	51	3.04	1.30	51
Inspect electrical systems	1.83	1.46	52	2.23	1.68	52	1.73	1.40	52	1.88	1.42	52
Inspect electronic systems	1.83	1.65	52	2.17	1.92	52	1.52	1.36	52	1.81	1.65	52
Repair electrical systems	1.27	1.25	52	1.63	1.58	52	1.31	1.29	52	1.56	1.49	52
Repair electronic components	0.96	1.25	52	1.17	1.45	52	1.04	1.27	52	1.15	1.41	52
Pack and load materials	2.38	1.42	52	2.48	1.35	52	2.19	1.25	52	2.40	1.32	52
Prepare parachutes	0.08	0.33	52	0.10	0.45	52	0.13	0.63	52	0.13	0.63	52
Prepare equip and supplies for air drop	0.13	0.40	52	0.14	0.49	51	0.18	0.65	51	0.18	0.65	51
Operate power excavating equipment	0.17	0.55	52	0.15	0.57	52	0.21	0.75	52	0.21	0.72	52
Operate wheeled vehicles	2.12	1.26	52	2.31	1.35	52	2.56	1.27	52	2.48	1.32	52
Operate track vehicles	4.25	0.86	52	4.38	0.70	50	3.18	1.09	49	3.73	0.95	49
Operate boats	0.02	0.14	52	0	0	52	0.06	0.42	52	0.04	0.28	52
Operate lifting, loading, & grading equip	0.10	0.36	52	0.08	0.33	52	0.15	0.57	52	0.12	0.43	52
Paint	2.13	1.48	52	1.73	1.37	52	1.92	1.40	52	1.81	1.37	52
Install wire and cables	1.73	1.47	52	1.88	1.42	52	1.69	1.32	52	1.79	1.39	52
Repair plastic and fiberglass	0.04	0.19	52	0.04	0.19	52	0.04	0.19	52	0.04	0.19	52
Repair metal	1.25	1.25	52	1.40	1.45	52	1.13	1.24	52	1.29	1.30	52
Assemble steel structures	0.42	0.78	52	0.50	0.92	52	0.58	1.04	52	0.48	0.87	52
Install pipe assemblies	0.15	0.57	52	0.17	0.65	52	0.10	0.41	52	0.13	0.49	52
Construct wooden bldgs and other structures	0.13	0.44	52	0.08	0.39	52	0.15	0.50	52	0.12	0.43	52
Construct masonry bldgs and structures	0.08	0.33	52	0.10	0.50	52	0.15	0.64	52	0.13	0.56	52
Operate gas and electric powered equip	1.08	1.28	52	1.15	1.38	52	1.08	1.31	52	1.13	1.30	52
Select, layout, & clean med/gen equipment	0.04	0.28	52	0.06	0.42	52	0.06	0.42	52	0.06	0.42	52
Use audiovisual equipment	0.63	1.14	52	0.73	1.29	52	0.73	1.27	52	0.75	1.30	52
Reproduce printed material	0.83	1.12	52	0.79	1.11	52	0.85	1.09	52	0.88	1.18	52
Operate electronic equipment	2.08	1.69	52	2.29	1.75	52	1.87	1.58	52	2.06	1.56	52
Operate radar	0.10	0.50	52	0.12	0.62	52	0.08	0.39	52	0.10	0.50	52
Operate computer hardware	0.59	1.13	51	0.73	1.37	51	0.67	1.16	51	0.71	1.27	51
Cook	0.17	0.51	52	0.13	0.49	52	0.21	0.75	52	0.17	0.62	52
Perform medical laboratory procedures	0	0	52	0	0	52	0	0	52	0	0	52
Conduct land surveys	0.96	1.36	52	1.10	1.49	51	1.04	1.44	51	1.06	1.46	51
Provide medical or dental treatment	0.08	0.39	52	0.10	0.50	52	0.12	0.58	52	0.12	0.58	52
Sketch maps, overlays, or range cards	2.87	1.12	52	3.42	1.13	52	2.92	1.08	52	3.19	1.05	52
Produce technical drawings	0.31	0.96	52	0.31	0.88	52	0.27	0.89	52	0.37	1.03	52
Draw maps and overlays	1.08	1.53	52	1.31	1.86	52	1.10	1.52	52	1.17	1.68	52
Draw illustrations	0.35	0.90	52	0.38	0.99	52	0.37	0.97	52	0.37	0.99	52
Type	0.79	1.11	52	0.88	1.22	52	1.02	1.24	52	1.08	1.41	52
Prepare technical forms and documents	1.79	1.49	52	1.94	1.53	51	1.69	1.45	51	1.88	1.44	51
Record, file, and dispatch information	1.04	1.33	52	1.08	1.31	52	1.13	1.43	52	1.13	1.39	52
Receive, store, & issue supp, equip, etc	0.94	1.29	52	1.04	1.31	52	1.10	1.36	52	1.10	1.38	52
Use hand and arm signals	3.48	1.06	52	3.77	0.96	52	3.15	1.21	52	3.44	1.11	52
Read tech manuals, field manuals, regs etc	3.75	1.08	52	3.88	0.98	52	3.48	1.08	52	3.79	1.02	52
Use maps	3.60	1.22	52	3.92	1.28	52	3.77	0.98	52	3.92	1.04	52
Send and receive radio messages	3.62	1.19	52	3.87	1.12	52	3.63	1.03	52	3.94	0.85	52
Give short oral reports	3.21	1.42	52	3.65	1.38	52	3.25	1.33	52	3.52	1.34	52
Receive clients, patients, guests	0.37	1.07	52	0.35	0.99	52	0.38	1.07	52	0.35	1.01	52
Give directions and instructions	2.48	1.60	52	2.88	1.63	52	2.83	1.50	52	2.88	1.53	52

Table E-2 (continued)

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 19K

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Write and deliver presentations	0.56	1.13	52	0.58	1.18	52	0.62	1.17	52	0.67	1.29	52
Interview	0.31	0.73	52	0.46	1.09	52	0.46	1.04	52	0.44	1.00	52
Provide counseling	1.00	1.43	52	1.12	1.58	51	1.18	1.62	51	1.22	1.62	51
Write documents and correspondence	0.62	1.03	52	0.65	1.08	52	0.71	1.16	52	0.71	1.13	52
Decode data	2.10	1.30	52	2.77	1.42	52	2.62	1.27	52	2.77	1.37	52
Analyze electronic signals	0.75	1.22	52	0.94	1.50	52	0.81	1.30	52	0.85	1.36	52
Analyze weather conditions	1.13	1.40	52	1.38	1.57	52	1.27	1.46	52	1.33	1.49	52
Order equipment and supplies	1.38	1.36	52	1.67	1.62	51	1.49	1.57	51	1.59	1.55	51
Estimate time and cost of maint ops	0.37	0.91	52	0.44	1.09	52	0.44	1.07	52	0.46	1.11	52
Plan placement/use of tactical equip	1.96	1.43	52	2.60	1.74	52	2.29	1.72	52	2.46	1.75	52
Translate foreign languages	0.13	0.44	52	0.17	0.58	52	0.17	0.58	52	0.17	0.58	52
Analyze intelligence data	0.85	1.23	52	1.16	1.67	51	1.10	1.57	51	1.10	1.54	51
Control money	0.46	0.98	52	0.40	1.00	52	0.62	1.30	52	0.60	1.24	52
Determine firing data-indirect weapons	0.77	1.26	52	1.19	1.77	52	0.98	1.51	52	1.08	1.62	52
Compute statistics/other math	0.58	1.11	52	0.73	1.33	52	0.67	1.17	52	0.69	1.20	52
Provide programming and DP support	0.04	0.19	52	0.04	0.19	52	0.04	0.19	52	0.04	0.19	52
Control air traffic	0.04	0.28	52	0.04	0.28	52	0.04	0.28	52	0.08	0.55	52
Use hand grenades	1.90	1.35	51	2.47	1.46	51	2.86	1.41	51	2.75	1.43	51
Protect against NBC hazards	3.88	1.04	52	4.35	0.90	52	4.35	0.81	52	4.44	0.83	52
Handle demolitions or mines	2.06	1.42	52	2.60	1.62	52	2.56	1.49	52	2.67	1.56	52
Engage in hand-to-hand combat	1.29	1.14	52	1.56	1.30	52	2.13	1.53	52	1.81	1.39	52
Fire individual weapons	3.33	1.00	52	3.88	1.07	51	3.88	0.91	51	3.94	0.86	51
Control individuals and crowds	2.23	1.49	52	2.02	1.51	52	2.44	1.53	52	2.25	1.49	52
Customs and laws of war	2.35	1.25	52	2.46	1.41	52	2.67	1.31	52	2.62	1.35	52
Navigate	3.23	1.29	52	3.71	1.50	52	3.54	1.36	52	3.60	1.45	52
Survive in the field	3.50	1.34	52	3.85	1.36	52	3.77	1.41	52	3.87	1.27	52
Move and react in the field	2.63	1.50	52	3.10	1.69	52	3.31	1.44	52	3.19	1.50	52
Load and unload field artll/tank guns	4.04	1.10	52	4.31	1.21	52	3.06	1.41	52	3.77	1.38	52
Fire heavy direct fire weapons	3.75	1.15	52	4.46	1.00	52	3.02	1.42	52	4.00	1.14	52
Prepare heavy weapons for tactical use	1.92	2.12	52	2.10	2.27	52	1.37	1.73	52	1.98	2.15	52
Place & camoufl tactical equip and mat	3.17	1.29	52	3.75	1.31	52	3.38	1.09	52	3.42	1.18	52
Fire indirect fire weapons	0.46	1.20	52	0.54	1.32	52	0.46	1.20	52	0.44	1.11	52
Give first aid	3.04	1.33	52	3.50	1.34	52	4.02	1.04	52	3.83	1.08	52
Detect and identify targets	3.71	1.11	52	4.29	0.94	52	3.90	1.09	52	4.10	0.91	52
Plan operations	1.08	1.47	52	1.33	1.72	52	1.31	1.67	52	1.38	1.76	52
Direct/lead teams	1.50	1.49	52	1.96	1.86	52	1.94	1.79	52	2.00	1.88	52
Monitor/inspect	1.65	1.73	52	1.98	1.85	52	2.02	1.90	52	2.08	1.95	52
Lead	2.04	1.76	52	2.44	1.86	52	2.44	1.84	52	2.48	1.88	52
Act as a model	2.35	1.65	51	2.73	1.77	52	2.83	1.71	52	2.81	1.74	52
Counsel	1.73	1.78	52	2.10	1.90	52	1.98	1.79	52	2.15	1.84	52
Communicate	2.40	1.93	52	2.65	2.07	52	2.60	2.01	52	2.56	2.01	52
Train	1.54	1.82	52	1.92	2.07	52	1.83	1.98	52	1.85	1.98	52
Personnel Administration	1.08	1.57	52	1.21	1.65	52	1.31	1.78	52	1.23	1.68	52

Table E-3

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 67M

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Perform operator maint chks and services	4.03	1.14	58	4.16	1.12	58	3.35	1.26	57	4.05	1.03	57
Perform op chcks and services on weapons	2.48	1.03	58	2.41	1.48	58	3.96	1.10	57	3.47	1.20	57
Troubleshoot mechanical systems	3.95	1.03	58	4.38	0.70	58	2.74	1.20	57	3.96	0.89	57
Repair weapons	0.79	1.22	58	0.81	1.29	58	1.19	1.58	58	1.16	1.55	58
Repair mechanical systems	4.19	1.13	58	4.29	1.11	58	2.81	1.29	57	3.89	1.11	57
Troubleshoot weapons	1.19	1.21	58	1.50	1.59	58	2.02	1.84	58	1.93	1.81	58
Install electronic components	2.53	1.42	58	2.79	1.47	58	2.05	1.37	57	2.70	1.38	57
Inspect electrical systems	2.66	1.48	58	3.19	1.50	58	1.77	1.28	57	2.84	1.45	57
Inspect electronic systems	1.48	1.68	58	1.86	1.89	58	1.05	1.33	57	1.58	1.68	57
Repair electrical systems	1.66	1.48	58	2.36	1.82	58	1.18	1.26	57	2.02	1.54	57
Repair electronic components	1.24	1.49	58	1.66	1.81	58	0.98	1.29	57	1.46	1.69	57
Pack and load materials	2.48	1.34	58	2.84	1.50	58	2.30	1.52	57	2.77	1.36	57
Prepare parachutes	0.09	0.34	58	0.14	0.58	58	0.17	0.68	58	0.19	0.76	58
Prepare equip and supplies for air drop	0.22	0.59	58	0.36	1.02	58	0.24	0.76	58	0.28	0.81	58
Operate power excavating equipment	0.03	0.18	58	0.03	0.26	58	0.03	0.26	58	0.05	0.29	58
Operate wheeled vehicles	2.40	1.27	58	2.37	1.29	57	3.02	1.26	57	2.93	1.32	57
Operate track vehicles	0.09	0.34	58	0.09	0.47	58	0.19	0.74	58	0.21	0.81	58
Operate boats	0.02	0.13	58	0	0	58	0.05	0.39	58	0.05	0.39	58
Operate lifting, loading, & grading equip	0.47	0.78	58	0.53	0.94	58	0.52	0.96	58	0.60	0.99	58
Paint	2.00	1.40	58	1.83	1.43	58	1.55	1.23	58	1.81	1.30	58
Install wire and cables	1.03	1.17	58	1.10	1.31	58	1.23	1.25	57	1.28	1.29	57
Repair plastic and fiberglass	1.25	1.26	57	1.70	1.64	57	0.84	1.07	57	1.40	1.33	57
Repair metal	1.31	1.34	58	1.97	1.76	58	1.07	1.24	58	1.66	1.54	58
Assemble steel structures	0.26	0.74	58	0.14	0.51	58	0.29	0.77	58	0.24	0.68	58
Install pipe assemblies	0.34	0.64	58	0.52	1.08	58	0.40	0.79	58	0.48	0.90	58
Construct wooden bldgs and other structures	0.29	0.70	58	0.24	0.66	58	0.34	0.81	58	0.34	0.83	58
Construct masonry bldgs and structures	0.03	0.18	58	0.03	0.26	58	0.09	0.47	58	0.07	0.41	58
Operate gas and electric powered equip	2.14	1.30	58	2.50	1.44	58	2.00	1.40	58	2.28	1.36	58
Select, layout, & clean med/den equipment	0.12	0.56	58	0.10	0.48	58	0.10	0.48	58	0.10	0.48	58
Use audiovisual equipment	0.47	0.82	58	0.53	1.05	58	0.55	0.99	58	0.59	1.01	58
Reproduce printed material	0.41	0.77	58	0.52	0.96	58	0.45	0.84	58	0.50	1.05	58
Operate electronic equipment	1.36	1.22	58	1.59	1.50	58	1.43	1.40	58	1.66	1.47	58
Operate radar	0.12	0.46	58	0.12	0.50	58	0.10	0.48	58	0.12	0.56	58
Operate computer hardware	0.47	0.80	58	0.55	0.99	58	0.55	0.92	58	0.66	1.09	58
Cook	0.12	0.59	58	0.05	0.39	58	0.12	0.59	58	0.10	0.48	58
Perform medical laboratory procedures	0	0	58	0	0	58	0	0	58	0	0	58
Conduct land surveys	0.59	0.97	58	0.71	1.27	58	1.03	1.61	58	0.93	1.44	58
Provide medical or dental treatment	0.17	0.70	58	0.28	1.06	58	0.29	1.11	58	0.29	1.11	58
Sketch maps, overlaps, or range cards	1.34	1.12	58	1.10	1.18	58	2.18	1.57	57	1.86	1.38	57
Produce technical drawings	0.17	0.53	58	0.26	0.81	58	0.24	0.84	58	0.26	0.81	58
Draw maps and overlays	0.24	0.57	58	0.26	0.74	58	0.36	0.97	58	0.36	0.91	58
Draw illustrations	0.45	0.86	58	0.57	1.09	58	0.66	1.29	58	0.62	1.17	58
Type	0.88	1.06	58	0.95	1.13	58	0.89	1.11	57	1.07	1.21	57
Prepare technical forms and documents	3.78	1.34	58	4.00	1.35	58	2.39	1.41	57	3.51	1.39	57
Record, file, and dispatch information	2.34	1.56	58	2.72	1.59	58	2.00	1.34	57	2.46	1.51	57
Receive, store, & issue supp, equip, etc	2.09	1.48	58	2.29	1.62	58	1.91	1.42	57	2.26	1.62	57
Use hand and arm signals	2.52	1.31	58	3.05	1.39	58	2.74	1.34	57	2.84	1.35	57
Read tech manuals, field manuals, regs etc	4.64	0.61	58	4.81	0.40	58	4.09	0.91	57	4.44	0.71	57
Use maps	2.74	1.22	58	2.79	1.50	58	3.55	1.25	56	3.48	1.33	56
Send and receive radio messages	2.05	1.26	58	2.33	1.37	58	2.98	1.41	57	2.95	1.36	57
Give short oral reports	1.95	1.21	58	2.00	1.38	58	2.70	1.55	57	2.60	1.37	57
Receive clients, patients, guests	0.24	0.82	58	0.26	0.89	58	0.17	0.63	58	0.19	0.63	58
Give directions and instructions	2.76	1.45	58	2.90	1.53	58	2.89	1.40	57	2.95	1.34	57

Table E-3 (continued)

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 67H

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Write and deliver presentations	0.43	0.77	58	0.53	0.96	58	0.60	1.11	58	0.59	1.06	58
Interview	0.36	0.79	58	0.40	0.88	58	0.48	1.08	58	0.41	0.90	58
Provide counseling	1.17	1.29	58	1.19	1.42	58	1.46	1.60	57	1.46	1.59	57
Write documents and correspondence	0.72	1.01	58	0.79	1.19	57	0.84	1.20	56	0.89	1.27	56
Decode data	0.86	1.05	58	1.00	1.43	58	1.55	1.76	58	1.40	1.64	58
Analyze electronic signals	0.31	0.80	58	0.34	1.00	58	0.33	0.87	58	0.38	0.93	58
Analyze weather conditions	0.55	1.05	58	0.60	1.27	58	0.59	1.19	58	0.59	1.12	58
Order equipment and supplies	2.69	1.48	58	3.14	1.52	58	2.38	1.35	58	2.79	1.42	58
Estimate time and cost of maint ops	1.38	1.60	58	1.71	1.80	58	1.10	1.36	58	1.50	1.62	58
Plan placement/use of tactical equip	1.33	1.15	58	1.28	1.37	58	2.09	1.69	58	2.02	1.63	58
Translate foreign languages	0.05	0.29	58	0.03	0.26	58	0.09	0.47	58	0.09	0.47	58
Analyze intelligence data	0.28	0.89	58	0.26	0.91	58	0.34	1.02	58	0.31	0.94	58
Control money	0.17	0.63	58	0.10	0.48	58	0.21	0.87	58	0.19	0.71	58
Determine firing data-indirect weapons	0.24	0.57	58	0.22	0.62	58	0.48	1.16	58	0.44	1.10	57
Compute statistics/other math	0.78	1.24	58	1.10	1.65	58	0.84	1.37	58	0.95	1.46	58
Provide programming and DP support	0.09	0.28	58	0.12	0.42	58	0.16	0.56	58	0.14	0.51	58
Control air traffic	0.16	0.49	58	0.28	0.83	58	0.16	0.62	58	0.17	0.63	58
Use hand grenades	1.03	0.99	58	0.98	1.44	58	2.19	1.77	58	1.90	1.63	58
Protect against NBC hazards	2.53	1.11	58	2.86	1.58	58	3.77	1.24	56	3.59	1.33	56
Handle demolitions or mines	0.37	0.70	57	0.44	1.12	57	0.89	1.61	56	0.79	1.44	56
Engage in hand-to-hand combat	0.53	0.68	57	0.53	1.04	57	1.30	1.67	57	1.26	1.63	57
Fire individual weapons	2.39	1.05	57	2.32	1.68	57	3.84	1.12	56	3.66	1.25	56
Control individuals and crowds	1.68	1.63	57	1.09	1.56	57	2.23	1.81	57	2.11	1.83	57
Customs and laws of war	1.60	1.24	57	1.25	1.53	57	2.59	1.62	56	2.46	1.72	56
Navigate	1.79	1.29	57	1.93	1.75	57	3.02	1.75	56	2.82	1.67	56
Survive in the field	2.04	1.43	57	2.14	1.75	57	3.04	1.80	56	2.93	1.82	56
Move and react in the field	1.75	1.30	57	1.75	1.68	57	2.86	1.78	56	2.68	1.80	56
Load and unload field artill/tank guns	0.05	0.23	57	0.04	0.19	57	0.09	0.39	57	0.07	0.32	57
Fire heavy direct fire weapons	0.04	0.19	57	0.02	0.13	57	0.04	0.19	57	0.04	0.19	57
Prepare heavy weapons for tactical use	0	0	57	0	0	57	0	0	57	0	0	57
Place & camoufl tactical equip and mat	1.74	1.23	57	1.73	1.51	56	2.76	1.71	55	2.42	1.63	55
Fire indirect fire weapons	0	0	56	0	0	56	0	0	56	0	0	56
Give first aid	2.19	1.11	57	2.30	1.64	57	3.73	1.30	56	3.48	1.35	56
Detect and identify targets	1.67	1.21	57	2.04	1.63	57	3.04	1.73	56	2.86	1.69	56
Plan operations	1.05	1.26	57	1.44	1.67	57	1.50	1.68	56	1.46	1.67	56
Direct/lead teams	0.96	1.05	57	1.39	1.68	57	1.77	1.83	56	1.68	1.73	56
Monitor/inspect	2.21	1.51	57	2.79	1.81	57	2.77	1.65	56	2.80	1.72	56
Lead	2.49	1.54	57	3.07	1.67	57	3.39	1.64	56	3.25	1.62	56
Act as a model	3.19	1.23	57	3.61	1.56	57	3.93	1.23	56	3.84	1.32	56
Counsel	2.21	1.52	57	2.53	1.76	57	2.89	1.72	56	2.91	1.76	56
Communicate	2.91	1.53	57	3.28	1.72	57	3.39	1.60	56	3.38	1.60	56
Train	2.26	1.60	57	2.60	1.92	57	2.91	1.83	56	2.95	1.86	56
Personnel Administration	1.58	1.49	57	1.54	1.72	57	1.98	1.71	56	1.98	1.73	56

Table E-4

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 76Y

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Perform operator maint chks and services	3.42	1.18	50	3.18	1.37	50	3.60	1.23	50	3.48	1.20	50
Perform op chks and services on weapons	3.14	1.28	50	3.42	1.49	50	4.06	1.20	50	3.72	1.21	50
Troubleshoot mechanical systems	0.80	1.14	50	0.88	1.33	50	0.86	1.29	50	0.90	1.22	50
Repair weapons	2.26	1.66	50	2.74	1.78	50	2.10	1.66	50	2.44	1.62	50
Repair mechanical systems	0.96	1.21	50	0.96	1.26	50	1.10	1.49	50	1.02	1.35	50
Troubleshoot weapons	2.10	1.75	50	2.42	1.84	50	2.16	1.75	50	2.24	1.76	50
Install electronic components	0.52	0.89	50	0.68	1.32	50	0.66	1.30	50	0.78	1.37	50
Inspect electrical systems	0.32	0.68	50	0.32	0.74	50	0.40	0.97	50	0.44	0.97	50
Inspect electronic systems	0.26	0.63	50	0.32	0.84	50	0.20	0.54	49	0.36	0.90	50
Repair electrical systems	0.18	0.44	50	0.16	0.47	50	0.22	0.62	50	0.22	0.58	50
Repair electronic components	0.24	0.56	50	0.30	0.79	50	0.30	0.71	50	0.32	0.77	50
Pack and load materials	2.72	1.55	50	3.30	1.49	50	2.32	1.30	50	2.90	1.34	50
Prepare parachutes	0.24	0.66	50	0.30	0.89	50	0.28	0.88	50	0.28	0.83	50
Prepare equip and supplies for air drop	0.90	1.25	50	1.20	1.58	50	0.76	1.25	50	1.06	1.41	50
Operate power excavating equipment	0.22	0.84	50	0.24	0.87	50	0.26	0.90	50	0.26	0.92	50
Operate wheeled vehicles	3.20	1.37	50	3.36	1.40	50	3.22	1.37	50	3.24	1.32	50
Operate track vehicles	0.42	0.95	50	0.36	0.88	50	0.48	1.05	50	0.56	1.18	50
Operate boats	0.10	0.36	50	0.08	0.34	50	0.08	0.34	50	0.12	0.52	50
Operate lifting, loading, & grading equip	0.66	1.51	50	0.72	1.53	50	0.60	1.39	50	0.64	1.40	50
Paint	1.56	1.37	50	1.22	1.27	50	1.22	1.20	50	1.24	1.22	50
Install wire and cables	0.54	0.89	50	0.60	1.14	50	0.84	1.40	50	0.82	1.32	50
Repair plastic and fiberglass	0.12	0.39	50	0.18	0.60	50	0.18	0.56	50	0.14	0.45	50
Repair metal	0.26	0.66	50	0.28	0.70	50	0.30	0.74	50	0.26	0.66	50
Assemble steel structures	0.20	0.57	50	0.24	0.78	49	0.20	0.71	49	0.14	0.50	49
Install pipe assemblies	0.16	0.58	50	0.16	0.58	50	0.16	0.55	50	0.14	0.50	50
Construct wooden bldgs and other structures	0.20	0.61	50	0.24	0.72	50	0.24	0.77	50	0.22	0.71	50
Construct masonry bldgs and structures	0.10	0.46	50	0.10	0.46	50	0.10	0.42	50	0.10	0.46	50
Operate gas and electric powered equip	1.18	1.30	50	1.30	1.45	50	1.44	1.54	50	1.42	1.50	50
Select, layout, & clean med/den equipment	0.16	0.65	50	0.14	0.57	50	0.14	0.57	50	0.12	0.44	50
Use audiovisual equipment	0.82	1.21	50	0.92	1.38	50	0.86	1.26	49	0.86	1.25	50
Reproduce printed material	2.02	1.60	50	1.90	1.62	49	1.33	1.39	48	1.67	1.45	49
Operate electronic equipment	1.04	1.55	50	1.04	1.58	50	0.84	1.31	49	0.96	1.43	50
Operate radar	0.16	0.55	50	0.18	0.60	50	0.20	0.64	50	0.20	0.70	50
Operate computer hardware	2.44	1.73	50	2.67	1.82	49	1.73	1.54	48	2.33	1.72	49
Cook	0.14	0.64	50	0.14	0.64	50	0.16	0.68	50	0.14	0.64	50
Perform medical laboratory procedures	0.10	0.51	50	0.10	0.51	50	0.10	0.51	50	0.10	0.51	50
Conduct land surveys	0.38	0.99	50	0.50	1.22	50	0.50	1.22	50	0.42	1.07	50
Provide medical or dental treatment	0.20	0.76	50	0.28	1.01	50	0.30	1.09	50	0.22	0.86	50
Sketch maps, overlaps, or range cards	1.24	1.38	50	1.20	1.48	50	1.80	1.78	50	1.48	1.57	50
Produce technical drawings	0.20	0.76	50	0.22	0.76	50	0.22	0.77	49	0.18	0.67	49
Draw maps and overlays	0.40	0.90	50	0.51	1.17	49	0.49	1.10	49	0.49	1.12	49
Draw illustrations	0.46	0.97	50	0.43	0.98	49	0.35	0.79	48	0.40	1.03	48
Type	3.66	1.29	50	3.74	1.31	50	2.33	1.55	49	3.14	1.36	50
Prepare technical forms and documents	4.18	1.27	50	4.04	1.34	49	2.63	1.41	48	3.57	1.35	49
Record, file, and dispatch information	4.26	1.03	50	4.29	0.96	49	2.81	1.36	48	3.88	1.17	49
Receive, store, & issue supp. equip, etc	4.64	0.75	50	4.57	0.74	49	2.84	1.37	49	4.10	1.08	49
Use hand and arm signals	1.20	1.27	49	1.38	1.45	48	1.60	1.69	48	1.52	1.56	48
Read tech manuals, field manuals, regs etc	3.54	1.53	50	3.60	1.50	50	3.34	1.48	50	3.36	1.56	50
Use maps	2.30	1.46	50	2.44	1.58	48	3.10	1.67	49	2.78	1.52	49
Send and receive radio messages	1.80	1.29	50	2.00	1.47	50	2.52	1.73	50	2.28	1.55	50
Give short oral reports	1.94	1.49	50	2.26	1.68	50	2.46	1.76	50	2.44	1.64	50
Receive clients, patients, guests	0.46	1.16	50	0.44	1.20	50	0.35	0.97	49	0.43	1.15	49
Give directions and instructions	2.48	1.47	50	2.72	1.43	50	2.66	1.48	50	2.72	1.49	50

Table E-4 (continued)

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 76Y

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Write and deliver presentations	0.80	1.34	50	0.78	1.31	50	0.78	1.27	50	0.86	1.41	50
Interview	0.24	0.74	50	0.24	0.82	50	0.18	0.60	49	0.22	0.77	49
Provide counseling	0.74	1.27	50	0.82	1.41	50	0.94	1.61	49	0.80	1.47	49
Write documents and correspondence	1.58	1.75	50	1.80	1.82	50	1.42	1.59	50	1.64	1.69	50
Decode data	0.68	0.96	50	0.84	1.25	50	1.10	1.64	49	0.96	1.40	49
Analyze electronic signals	0.06	0.31	50	0.06	0.31	50	0.06	0.31	50	0.04	0.28	50
Analyze weather conditions	0.20	0.81	50	0.20	0.81	50	0.18	0.80	50	0.18	0.77	50
Order equipment and supplies	4.20	1.21	50	4.35	1.27	49	2.77	1.49	48	3.80	1.24	49
Estimate time and cost of maint ops	0.90	1.28	50	1.14	1.59	50	0.92	1.41	50	1.20	1.54	50
Plan placement/use of tactical equip	0.76	1.06	50	1.08	1.60	50	1.33	1.81	49	1.14	1.58	49
Translate foreign languages	0.14	0.45	50	0.18	0.60	50	0.10	0.46	50	0.16	0.58	50
Analyze intelligence data	0.12	0.44	50	0.16	0.58	50	0.22	0.82	50	0.16	0.58	50
Control money	1.62	1.96	50	1.70	1.96	50	1.04	1.51	50	1.54	1.89	50
Determine firing data-indirect weapons	0.18	0.52	50	0.16	0.55	50	0.24	0.77	50	0.18	0.52	50
Compute statistics/other math	0.92	1.44	50	1.00	1.54	49	0.80	1.26	49	0.90	1.42	49
Provide programming and DP support	0.52	1.11	50	0.72	1.46	50	0.38	0.83	50	0.66	1.39	50
Control air traffic	0.10	0.46	50	0.14	0.61	50	0.12	0.52	50	0.12	0.52	50
Use hand grenades	1.10	0.97	50	1.31	1.53	49	2.42	1.84	50	1.96	1.64	50
Protect against NBC hazards	2.72	1.25	50	2.88	1.54	48	4.02	1.20	49	3.57	1.12	49
Handle demolitions or mines	0.54	1.03	50	0.60	1.21	50	0.82	1.44	50	0.78	1.34	50
Engage in hand-to-hand combat	0.64	0.92	50	0.63	1.10	48	1.20	1.57	49	1.02	1.39	49
Fire individual weapons	2.90	1.25	50	2.70	1.71	47	3.98	1.38	47	3.51	1.33	47
Control individuals and crowds	1.20	1.62	50	0.81	1.38	48	1.49	1.84	49	1.35	1.64	49
Customs and laws of war	1.50	1.54	50	1.63	1.83	48	2.31	1.95	49	2.02	1.79	49
Navigate	1.58	1.43	50	1.75	1.74	48	2.45	1.87	49	2.18	1.67	49
Survive in the field	1.78	1.45	50	1.94	1.76	48	2.73	1.91	49	2.57	1.77	49
Move and react in the field	1.56	1.42	50	1.69	1.74	48	2.53	2.00	49	2.24	1.80	49
Load and unload field artil/tank guns	0.08	0.34	50	0.12	0.52	50	0.16	0.77	50	0.14	0.64	50
Fire heavy direct fire weapons	0.04	0.20	50	0.06	0.31	50	0.06	0.31	50	0.06	0.31	50
Prepare heavy weapons for tactical use	0.06	0.24	50	0.10	0.46	50	0.12	0.52	50	0.08	0.34	50
Place & camoufl tactical equip and mat	1.60	1.48	50	1.65	1.71	49	2.26	1.97	50	2.04	1.77	50
Fire indirect fire weapons	0.20	0.64	50	0.20	0.76	50	0.32	1.08	50	0.20	0.64	50
Give first aid	2.28	1.55	50	2.44	1.93	48	3.51	1.83	49	3.10	1.77	49
Detect and identify targets	1.12	1.35	50	1.06	1.46	49	1.86	1.99	50	1.62	1.77	50
Plan operations	0.94	1.28	50	1.14	1.55	49	1.29	1.72	49	1.16	1.57	49
Direct/lead teams	0.82	1.24	50	1.02	1.53	50	1.22	1.78	50	1.14	1.69	50
Monitor/inspect	2.06	1.94	50	2.16	2.02	50	2.06	2.04	50	2.20	2.03	50
Lead	2.04	1.88	50	2.04	1.94	50	2.30	2.09	50	2.18	2.04	50
Act as a model	2.90	1.92	50	2.76	1.89	50	3.04	2.00	50	2.94	1.96	50
Counsel	1.94	2.01	50	1.92	1.99	50	2.06	2.11	50	2.06	2.10	50
Communicate	2.92	1.83	50	3.00	1.85	50	3.04	1.87	50	3.04	1.88	50
Train	2.06	1.93	50	2.18	2.00	50	2.28	2.09	50	2.32	2.12	50
Personnel Administration	2.18	1.97	50	2.28	1.96	50	2.02	1.89	50	2.28	1.99	50

Table E-5

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for BSM

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Perform operator maint chks and services	4.73	0.67	49	4.56	0.85	48	3.68	1.45	47	4.60	0.57	48
Perform op chks and services on weapons	3.14	1.37	49	3.19	1.51	48	4.02	1.34	48	3.71	1.30	48
Troubleshoot mechanical systems	1.94	1.84	49	2.10	1.96	49	1.55	1.58	49	2.00	1.93	49
Repair weapons	0.37	0.78	49	0.38	1.00	48	0.65	1.33	48	0.50	1.13	48
Repair mechanical systems	2.12	2.03	49	2.06	1.98	49	1.67	1.78	49	2.02	1.93	49
Troubleshoot weapons	0.94	1.46	49	1.18	1.72	49	1.35	1.88	49	1.33	1.85	49
Install electronic components	0.73	1.24	49	0.73	1.25	49	0.78	1.36	49	0.84	1.36	49
Inspect electrical systems	0.71	1.14	49	0.86	1.32	49	0.73	1.20	49	0.82	1.27	49
Inspect electronic systems	0.27	0.70	49	0.27	0.70	49	0.29	0.79	49	0.20	0.64	49
Repair electrical systems	0.31	0.65	49	0.51	1.02	49	0.39	0.93	49	0.49	1.06	49
Repair electronic components	0.20	0.61	49	0.27	0.76	49	0.18	0.60	49	0.22	0.71	49
Pack and load materials	3.16	1.39	49	3.65	1.47	49	2.63	1.47	49	3.39	1.54	49
Prepare parachutes	0.02	0.14	49	0.02	0.14	49	0.04	0.29	49	0.04	0.29	49
Prepare equip and supplies for air drop	0.53	1.04	49	0.65	1.30	49	0.57	1.15	49	0.59	1.15	49
Operate power excavating equipment	0.06	0.32	48	0.06	0.32	48	0.08	0.45	48	0.08	0.45	48
Operate wheeled vehicles	4.73	0.49	49	4.58	0.68	48	3.42	1.61	48	4.38	0.91	48
Operate track vehicles	0.29	0.68	49	0.33	0.77	49	0.24	0.72	49	0.37	0.83	49
Operate boats	0.14	0.76	49	0.14	0.76	49	0.12	0.73	49	0.12	0.73	49
Operate lifting, loading, & grading equip	0.41	0.93	49	0.39	0.86	49	0.31	0.68	49	0.35	0.78	49
Paint	2.08	1.59	49	1.77	1.53	48	1.48	1.49	48	1.65	1.49	48
Install wire and cables	0.47	0.89	49	0.49	0.94	49	0.65	1.28	49	0.56	1.15	48
Repair plastic and fiberglass	0.21	0.62	48	0.21	0.74	48	0.21	0.74	48	0.21	0.74	48
Repair metal	0.35	0.78	49	0.41	1.00	49	0.37	0.93	49	0.39	0.91	49
Assemble steel structures	0.14	0.54	49	0.14	0.54	49	0.16	0.62	49	0.10	0.47	49
Install pipe assemblies	0.16	0.47	49	0.18	0.60	49	0.08	0.34	49	0.12	0.44	49
Construct wooden bldgs and other structures	0.10	0.37	49	0.06	0.32	49	0.10	0.47	49	0.08	0.34	49
Construct masonry bldgs and structures	0.06	0.24	49	0.02	0.14	49	0.08	0.45	49	0.02	0.14	49
Operate gas and electric powered equip	1.02	1.45	49	0.94	1.28	49	0.90	1.29	49	1.04	1.35	49
Select, layout, & clean med/den equipment	0.04	0.29	49	0.02	0.14	49	0.04	0.29	49	0.02	0.14	49
Use audiovisual equipment	0.35	0.78	49	0.27	0.78	49	0.41	0.96	49	0.33	0.85	49
Reproduce printed material	0.47	0.96	49	0.39	0.84	49	0.35	0.78	49	0.35	0.86	49
Operate electronic equipment	0.63	1.18	49	0.53	1.08	49	0.63	1.22	49	0.55	1.06	49
Operate radar	0.04	0.29	49	0.04	0.29	49	0.04	0.29	49	0.04	0.29	49
Operate computer hardware	0.22	0.65	49	0.20	0.68	49	0.20	0.68	49	0.22	0.69	49
Cook	0.16	0.62	49	0.14	0.61	49	0.12	0.53	49	0.12	0.53	49
Perform medical laboratory procedures	0.02	0.14	49	0.02	0.14	49	0.02	0.14	49	0.02	0.14	49
Conduct land surveys	0.59	1.10	49	0.60	1.18	48	0.81	1.47	48	0.73	1.33	48
Provide medical or dental treatment	0.06	0.32	48	0.04	0.20	48	0.06	0.32	48	0.06	0.32	48
Sketch maps, overlaps, or range cards	1.51	1.24	49	1.85	1.40	47	2.34	1.74	47	2.09	1.59	47
Produce technical drawings	0.08	0.34	49	0.04	0.20	49	0.06	0.32	49	0.06	0.32	49
Draw maps and overlays	0.41	0.98	49	0.49	1.12	49	0.55	1.23	49	0.53	1.17	49
Draw illustrations	0.24	0.63	49	0.24	0.63	49	0.33	0.83	49	0.29	0.71	49
Type	0.59	1.04	49	0.46	0.85	48	0.54	0.99	48	0.58	1.05	48
Prepare technical forms and documents	1.98	2.06	49	1.78	1.97	49	1.65	1.84	49	1.88	2.05	49
Record, file, and dispatch information	1.43	1.68	49	1.51	1.70	49	1.41	1.62	49	1.45	1.61	49
Receive, store, & issue supp, equip, etc	1.67	1.84	49	1.65	1.87	49	1.29	1.62	49	1.65	1.88	49
Use hand and arm signals	3.00	1.63	49	3.17	1.58	48	3.10	1.53	48	3.08	1.51	48
Read tech manuals, field manuals, regs etc	3.76	1.22	49	3.94	1.19	47	3.47	1.35	47	3.74	1.22	47
Use maps	3.71	1.32	49	4.02	1.19	48	3.81	1.27	48	3.85	1.40	48
Send and receive radio messages	1.94	1.56	49	2.29	1.71	49	2.61	1.78	49	2.45	1.79	49
Give short oral reports	1.90	1.49	49	2.40	1.70	48	2.75	1.78	48	2.58	1.80	48
Receive clients, patients, guests	0.08	0.34	49	0.10	0.51	49	0.12	0.48	49	0.16	0.69	49
Give directions and instructions	2.69	1.53	49	2.83	1.42	48	2.98	1.44	48	2.71	1.57	48

Table E-5 (continued)

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 88M

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Write and deliver presentations	0.20	0.68	49	0.24	0.72	49	0.35	1.05	49	0.35	1.05	49
Interview	0.39	1.04	49	0.39	1.02	49	0.37	1.01	49	0.47	1.26	49
Provide counseling	0.73	1.38	49	0.80	1.50	49	0.82	1.55	49	0.86	1.61	49
Write documents and correspondence	0.39	0.95	49	0.51	1.14	49	0.49	1.02	49	0.51	1.19	49
Decode data	1.00	1.22	49	1.12	1.39	49	1.47	1.71	49	1.41	1.67	49
Analyze electronic signals	0.14	0.46	49	0.12	0.44	49	0.14	0.46	49	0.14	0.46	49
Analyze weather conditions	0.57	1.26	49	0.61	1.32	49	0.65	1.45	49	0.67	1.46	49
Order equipment and supplies	0.92	1.57	49	0.90	1.52	49	0.88	1.49	49	0.96	1.57	49
Estimate time and cost of maint ops	0.27	0.60	49	0.35	0.90	49	0.41	1.00	49	0.41	1.04	49
Plan placement/use of tactical equip	0.98	1.33	49	1.29	1.73	49	1.31	1.78	49	1.24	1.76	49
Translate foreign languages	0.22	0.80	49	0.33	1.03	49	0.33	1.03	49	0.33	1.03	49
Analyze intelligence data	0.35	0.91	48	0.33	0.91	48	0.50	1.15	48	0.48	1.13	48
Control money	0.33	0.88	49	0.33	0.97	49	0.37	1.01	49	0.37	1.05	49
Determine firing data-indirect weapons	0.35	0.90	49	0.35	0.99	49	0.51	1.19	49	0.41	1.02	49
Compute statistics/other math	0.29	0.74	49	0.35	0.88	49	0.41	1.00	49	0.31	0.74	49
Provide programming and DP support	0.10	0.42	49	0.08	0.40	49	0.10	0.42	49	0.10	0.42	49
Control air traffic	0.02	0.14	49	0.02	0.14	49	0.02	0.14	49	0.02	0.14	49
Use hand grenades	1.43	1.26	49	1.63	1.50	48	2.46	1.68	48	2.04	1.53	48
Protect against NBC hazards	3.31	1.21	49	3.60	1.14	47	4.17	0.87	47	3.87	1.15	47
Handle demolitions or mines	0.47	0.84	49	0.41	1.02	49	0.88	1.52	49	0.82	1.42	49
Engage in hand-to-hand combat	0.80	1.34	49	0.69	1.48	48	1.13	1.71	48	0.90	1.52	48
Fire individual weapons	2.94	1.31	49	2.98	1.49	48	4.04	1.09	48	3.75	1.34	48
Control individuals and crowds	1.43	1.51	49	1.37	1.56	49	1.98	1.94	49	1.78	1.81	49
Customs and laws of war	1.96	1.66	49	1.90	1.68	48	2.46	1.84	48	2.21	1.81	48
Navigate	2.49	1.75	49	3.06	1.71	49	2.94	1.80	49	3.06	1.80	49
Survive in the field	1.69	1.54	49	2.85	1.53	48	3.44	1.49	48	3.27	1.58	48
Move and react in the field	2.61	1.67	49	1.75	1.72	48	2.31	1.95	48	2.21	1.95	48
Load and unload field artil/tank guns	0.24	0.88	49	0.27	0.93	49	0.29	0.96	49	0.29	0.96	49
Fire heavy direct fire weapons	0.10	0.71	49	0.10	0.71	49	0.10	0.71	49	0.10	0.71	49
Prepare heavy weapons for tactical use	0.10	0.71	49	0.10	0.71	49	0.10	0.71	49	0.10	0.71	49
Place & camoufl tactical equip and mat	1.33	1.64	49	1.54	1.79	48	1.83	2.10	48	1.73	2.00	48
Fire indirect fire weapons	0.17	0.84	47	0.17	0.84	47	0.17	0.84	47	0.17	0.84	47
Give first aid	2.76	1.27	49	2.98	1.52	48	4.02	1.21	48	3.65	1.34	48
Detect and identify targets	1.35	1.52	48	1.51	1.79	47	2.09	2.09	47	1.94	1.98	47
Plan operations	0.53	1.12	49	0.73	1.47	49	0.82	1.60	49	0.88	1.72	49
Direct/lead teams	0.47	1.04	49	0.45	1.12	49	0.65	1.35	49	0.61	1.32	49
Monitor/inspect	1.43	1.76	49	1.39	1.80	49	1.47	1.86	49	1.57	1.89	49
Lead	1.84	1.78	49	1.94	1.83	48	2.33	2.10	48	2.33	2.09	48
Act as a model	2.37	1.67	49	2.56	1.76	48	2.77	1.82	48	2.79	1.98	48
Counsel	1.55	1.72	49	1.61	1.82	49	1.76	1.91	49	1.76	1.92	49
Communicate	2.33	1.92	48	2.40	1.99	48	2.35	2.01	48	2.50	2.03	48
Train	1.59	1.77	49	1.84	1.94	49	1.98	1.99	49	1.84	1.99	49
Personnel Administration	0.92	1.53	49	0.86	1.50	49	1.04	1.65	49	1.08	1.75	49

Table E-6

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 91A

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Perform operator maint chks and services	3.64	1.02	58	2.71	1.59	58	3.78	1.24	58	3.81	1.07	58
Perform op chks and services on weapons	3.05	1.10	58	2.28	1.48	58	4.14	0.76	58	3.79	0.93	58
Troubleshoot mechanical systems	1.36	1.44	58	1.19	1.41	58	1.78	1.72	58	1.69	1.71	58
Repair weapons	0.64	1.04	58	0.76	1.22	58	1.12	1.69	58	0.98	1.47	58
Repair mechanical systems	1.55	1.40	58	1.29	1.34	58	1.83	1.56	58	1.83	1.61	58
Troubleshoot weapons	0.95	1.26	58	0.91	1.32	58	1.53	1.84	58	1.43	1.75	58
Install electronic components	1.52	1.45	58	1.28	1.45	58	1.71	1.65	58	1.66	1.61	58
Inspect electrical systems	1.05	1.27	57	0.89	1.23	57	1.33	1.49	57	1.30	1.50	57
Inspect electronic systems	0.64	1.10	58	0.62	1.07	58	0.78	1.33	58	0.72	1.25	58
Repair electrical systems	0.50	1.03	58	0.47	0.96	58	0.64	1.22	58	0.60	1.18	58
Repair electronic components	0.40	0.82	58	0.38	0.85	58	0.55	1.16	58	0.52	1.08	58
Pack and load materials	2.26	1.32	58	2.02	1.59	58	2.59	1.50	58	2.60	1.47	57
Prepare parachutes	0.26	0.83	58	0.26	0.81	58	0.34	1.04	58	0.36	1.05	58
Prepare equip and supplies for air drop	0.36	0.85	58	0.38	0.95	58	0.50	1.17	58	0.47	1.11	58
Operate power excavating equipment	0.33	1.00	58	0.19	0.69	58	0.33	1.00	58	0.33	1.00	58
Operate wheeled vehicles	3.59	1.38	58	2.78	1.80	58	3.71	1.34	58	3.69	1.34	58
Operate track vehicles	2.28	1.78	58	1.76	1.83	58	2.40	1.79	58	2.41	1.79	58
Operate boats	0.26	0.78	58	0.17	0.57	58	0.26	0.78	58	0.26	0.78	58
Operate lifting, loading, & grading equip	0.43	0.98	58	0.24	0.73	58	0.40	0.96	57	0.42	1.00	57
Paint	1.79	1.53	58	0.67	1.08	58	1.45	1.40	58	1.38	1.36	58
Install wire and cables	0.78	1.23	58	0.50	1.00	58	0.81	1.28	58	0.78	1.23	58
Repair plastic and fiberglass	0.40	1.01	58	0.17	0.53	58	0.29	0.73	58	0.28	0.70	58
Repair metal	0.50	0.90	58	0.29	0.62	58	0.52	0.96	58	0.48	0.90	58
Assemble steel structures	0.24	0.68	58	0.19	0.66	58	0.29	0.84	58	0.24	0.71	58
Install pipe assemblies	0.22	0.62	58	0.14	0.51	58	0.22	0.62	58	0.22	0.62	58
Construct wooden bldgs and other structures	0.34	0.85	58	0.19	0.61	58	0.33	0.78	58	0.34	0.81	58
Construct masonry bldgs and structures	0.10	0.41	58	0.07	0.41	58	0.12	0.50	58	0.12	0.50	58
Operate gas and electric powered equip	1.62	1.21	58	1.14	1.13	58	1.86	1.41	58	1.76	1.38	58
Select, layout, & clean med/den equipment	3.05	1.41	58	3.34	1.53	58	2.05	1.41	58	2.93	1.55	58
Use audiovisual equipment	1.17	1.27	58	1.02	1.28	58	1.07	1.28	58	1.12	1.30	58
Reproduce printed material	1.33	1.32	58	0.78	1.09	58	1.05	1.23	58	1.02	1.22	58
Operate electronic equipment	1.28	1.40	58	1.14	1.30	58	1.28	1.50	58	1.29	1.41	58
Operate radar	0.21	0.61	58	0.14	0.54	58	0.22	0.77	58	0.24	0.78	58
Operate computer hardware	0.84	1.06	58	0.83	1.13	58	0.95	1.33	58	1.03	1.30	58
Cook	0.59	1.16	58	0.52	1.05	58	0.53	1.16	58	0.52	1.06	58
Perform medical laboratory procedures	1.66	1.54	58	1.97	1.79	58	0.76	1.11	58	1.48	1.48	58
Conduct land surveys	1.53	1.44	58	1.26	1.53	57	2.12	1.86	57	1.88	1.73	57
Provide medical or dental treatment	4.16	1.11	58	4.49	0.98	57	2.79	1.59	57	3.96	1.19	57
Sketch maps, overlaps, or range cards	1.62	1.36	58	1.35	1.40	57	2.26	1.70	57	1.98	1.49	57
Produce technical drawings	0.21	0.55	58	0.14	0.48	58	0.19	0.58	58	0.21	0.59	58
Draw maps and overlays	0.47	0.88	58	0.29	0.68	58	0.66	1.25	58	0.59	1.12	58
Draw illustrations	0.43	0.82	58	0.36	0.81	58	0.47	0.92	58	0.47	0.94	58
Type	1.77	1.21	57	1.46	1.28	56	1.80	1.43	56	1.80	1.30	56
Prepare technical forms and documents	2.21	1.58	58	2.21	1.51	58	1.90	1.44	58	2.07	1.52	58
Record, file, and dispatch information	2.55	1.38	58	2.52	1.43	58	2.29	1.38	58	2.48	1.43	58
Receive, store, & issue supp, equip, etc	2.22	1.72	58	2.19	1.73	58	2.14	1.68	58	2.21	1.73	58
Use hand and arm signals	1.83	1.42	58	1.59	1.49	58	2.45	1.73	58	2.33	1.65	58
Read tech manuals, field manuals, regs etc	2.86	1.32	58	2.93	1.61	57	3.42	1.32	57	3.16	1.42	57
Use maps	3.19	1.08	58	2.93	1.57	58	3.93	0.99	58	3.64	1.15	58
Send and receive radio messages	2.81	1.25	58	2.59	1.67	58	3.64	1.28	58	3.40	1.35	58
Give short oral reports	2.64	1.35	58	2.50	1.56	58	3.21	1.42	58	3.03	1.43	58
Receive clients, patients, guests	3.31	1.48	58	3.43	1.49	58	2.09	1.56	58	2.91	1.47	58
Give directions and instructions	3.48	1.42	58	3.53	1.43	58	3.29	1.41	58	3.41	1.41	58

Table E-6 (continued)

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 91A

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Write and deliver presentations	0.98	1.26	58	1.07	1.34	58	1.12	1.44	58	1.12	1.43	58
Interview	2.81	1.70	58	2.86	1.81	58	2.14	1.42	58	2.55	1.58	58
Provide counseling	1.62	1.58	58	1.86	1.74	58	1.72	1.65	58	1.88	1.71	58
Write documents and correspondence	1.33	1.43	58	1.40	1.57	58	1.41	1.50	58	1.41	1.44	58
Decode data	1.50	1.59	58	1.21	1.59	58	2.05	1.92	58	1.90	1.84	58
Analyze electronic signals	0.24	0.78	58	0.19	0.63	58	0.31	0.98	58	0.31	0.98	58
Analyze weather conditions	0.69	1.06	58	0.71	1.27	58	0.95	1.43	58	0.97	1.45	58
Order equipment and supplies	2.59	1.53	58	2.59	1.67	58	2.60	1.58	58	2.64	1.62	58
Estimate time and cost of maint ops	0.60	1.02	58	0.59	1.04	58	0.78	1.34	58	0.79	1.37	58
Plan placement/use of tactical equip	1.03	1.46	58	1.03	1.41	58	1.52	1.87	58	1.40	1.77	58
Translate foreign languages	0.29	0.73	58	0.36	0.89	58	0.45	1.10	58	0.45	1.08	58
Analyze intelligence data	0.48	0.88	58	0.57	1.19	58	0.81	1.43	58	0.78	1.40	58
Control money	0.57	1.06	58	0.47	0.96	58	0.57	1.17	58	0.55	1.13	58
Determine firing data-indirect weapons	0.24	0.82	58	0.24	0.80	58	0.40	1.17	58	0.34	1.07	58
Compute statistics/other math	1.34	1.48	58	1.62	1.77	58	1.10	1.37	58	1.38	1.57	58
Provide programming and DP support	0.29	0.70	58	0.36	0.93	58	0.38	0.89	58	0.36	0.83	58
Control air traffic	0.34	0.95	58	0.47	1.17	58	0.45	1.10	58	0.48	1.17	58
Use hand grenades	0.83	1.17	58	0.67	1.18	58	1.60	1.93	58	1.29	1.60	58
Protect against NBC hazards	3.22	1.16	58	3.19	1.54	58	4.03	1.08	58	3.90	1.12	58
Handle demolitions or mines	0.36	0.85	58	0.24	0.71	58	0.57	1.29	58	0.47	1.11	58
Engage in hand-to-hand combat	0.81	1.12	58	0.62	1.15	58	1.53	1.88	58	1.33	1.71	58
Fire individual weapons	2.97	1.17	58	2.22	1.71	58	4.14	0.98	58	3.79	1.06	58
Control individuals and crowds	1.91	1.65	58	1.31	1.42	58	2.48	1.92	58	2.40	1.84	58
Customs and laws of war	2.52	1.42	58	2.55	1.70	58	3.16	1.41	58	2.93	1.51	58
Navigate	2.86	1.33	58	2.57	1.77	58	3.84	1.18	58	3.57	1.22	58
Survive in the field	2.74	1.52	58	2.47	1.87	58	3.64	1.48	58	3.52	1.47	58
Move and react in the field	2.62	1.46	58	2.29	1.81	58	3.74	1.51	58	3.45	1.51	58
Load and unload field artill/tank guns	0.26	0.76	58	0.19	0.71	58	0.38	1.07	58	0.34	1.00	58
Fire heavy direct fire weapons	0.17	0.60	58	0.12	0.56	58	0.28	0.99	58	0.22	0.77	58
Prepare heavy weapons for tactical use	0.12	0.50	58	0.10	0.48	58	0.22	0.92	58	0.17	0.70	58
Place & camoufl tactical equip and mat	1.21	1.46	58	0.90	1.32	58	1.84	2.03	58	1.59	1.81	58
Fire indirect fire weapons	0.12	0.53	58	0.10	0.48	58	0.16	0.74	58	0.14	0.66	58
Give first aid	4.31	0.92	58	4.57	0.77	58	4.02	1.05	58	4.38	0.83	58
Detect and identify targets	1.29	1.35	58	0.97	1.36	58	2.09	1.98	58	1.79	1.82	58
Plan operations	1.17	1.52	58	1.12	1.49	58	1.48	1.81	58	1.50	1.82	58
Direct/lead teams	1.14	1.48	58	0.98	1.30	58	1.48	1.78	58	1.47	1.75	58
Monitor/inspect	2.22	1.70	58	2.21	1.67	58	2.59	1.83	58	2.55	1.80	58
Lead	2.38	1.60	58	2.34	1.74	58	2.97	1.80	58	2.86	1.80	58
Act as a model	3.14	1.61	58	3.02	1.71	58	3.66	1.64	58	3.47	1.57	58
Counsel	2.14	1.72	58	2.24	1.90	58	2.69	1.98	58	2.59	1.90	58
Communicate	2.60	1.63	58	2.84	1.80	58	3.19	1.82	58	3.03	1.79	58
Train	2.43	1.97	58	2.55	2.02	58	2.74	2.07	58	2.64	1.99	58
Personnel Administration	1.78	1.72	58	1.71	1.70	58	2.09	1.94	58	1.93	1.77	58

Table E-7

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 948

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Perform operator maint chks and services	2.58	1.35	43	3.05	1.65	42	3.21	1.63	42	3.33	1.57	42
Perform op chks and services on weapons	2.09	1.21	43	2.52	1.45	42	4.00	1.08	42	3.79	1.05	42
Troubleshoot mechanical systems	0.84	1.21	43	1.00	1.51	43	1.19	1.74	43	1.09	1.60	43
Repair weapons	0.47	1.08	43	0.51	1.22	43	0.79	1.60	43	0.77	1.56	43
Repair mechanical systems	0.98	1.26	43	1.40	1.71	43	1.51	1.91	43	1.63	1.93	43
Troubleshoot weapons	0.65	1.04	43	1.00	1.68	43	1.23	1.80	43	1.21	1.79	43
Install electronic components	0.30	0.67	43	0.37	0.98	43	0.58	1.33	43	0.58	1.30	43
Inspect electrical systems	0.37	0.79	43	0.51	1.22	43	0.56	1.28	43	0.63	1.33	43
Inspect electronic systems	0.19	0.55	43	0.23	0.87	43	0.35	1.09	43	0.35	1.07	43
Repair electrical systems	0.21	0.56	43	0.26	0.88	43	0.33	1.04	43	0.40	1.09	43
Repair electronic components	0.16	0.48	43	0.21	0.83	43	0.33	1.04	43	0.35	1.07	43
Pack and load materials	1.98	1.44	43	2.67	1.73	42	2.52	1.73	42	2.71	1.80	42
Prepare parachutes	0.09	0.37	43	0.07	0.34	43	0.09	0.37	43	0.12	0.45	43
Prepare equip and supplies for air drop	0.21	0.51	43	0.30	0.86	43	0.21	0.64	43	0.37	1.00	43
Operate power excavating equipment	0.02	0.15	43	0.02	0.15	43	0.02	0.15	43	0.02	0.15	43
Operate wheeled vehicles	2.35	1.33	43	2.47	1.50	43	3.05	1.57	43	3.00	1.53	43
Operate track vehicles	0.05	0.21	43	0.05	0.21	43	0.12	0.63	43	0.12	0.63	43
Operate boats	0.02	0.15	43	0.02	0.15	43	0	0	43	0.02	0.15	43
Operate lifting, loading, & grading equip	0.16	0.78	43	0.07	0.34	43	0.12	0.50	43	0.16	0.78	43
Paint	1.40	1.38	43	1.44	1.53	43	1.49	1.50	43	1.65	1.60	43
Install wire and cables	0.19	0.45	43	0.19	0.59	43	0.35	0.90	43	0.30	0.77	43
Repair plastic and fiberglass	0.02	0.15	43	0	0	43	0.02	0.15	43	0.02	0.15	43
Repair metal	0.14	0.47	43	0.19	0.63	43	0.12	0.39	43	0.16	0.53	43
Assemble steel structures	0.02	0.15	43	0	0	43	0.02	0.15	43	0.02	0.15	43
Install pipe assemblies	0.21	0.65	42	0.24	0.82	42	0.21	0.65	42	0.21	0.65	42
Construct wooden bldgs and other structures	0.14	0.41	43	0.07	0.34	42	0.17	0.58	42	0.17	0.58	42
Construct masonry bldgs and structures	0.05	0.21	43	0	0	42	0.05	0.31	42	0.02	0.15	42
Operate gas and electric powered equip	2.16	1.89	43	2.37	2.01	43	1.95	1.66	43	2.49	1.97	43
Select, layout, & clean med/den equipment	0.09	0.61	43	0.12	0.76	43	0.07	0.46	43	0.09	0.61	43
Use audiovisual equipment	0.23	0.68	43	0.23	0.75	43	0.23	0.75	43	0.23	0.72	43
Reproduce printed material	0.60	1.09	43	0.63	1.22	43	0.63	1.23	43	0.70	1.28	43
Operate electronic equipment	0.26	0.90	43	0.26	0.90	43	0.26	0.82	43	0.28	0.93	43
Operate radar	0	0	43	0	0	43	0	0	43	0	0	43
Operate computer hardware	0.14	0.35	42	0.21	0.65	42	0.29	0.83	42	0.29	0.77	42
Cook	4.77	0.66	43	4.80	0.71	41	2.78	1.86	41	4.51	1.05	41
Perform medical laboratory procedures	0	0	43	0	0	43	0	0	43	0	0	43
Conduct land surveys	0.37	0.82	43	0.40	0.90	43	0.60	1.35	43	0.60	1.28	43
Provide medical or dental treatment	0.05	0.30	43	0.09	0.61	43	0.09	0.61	43	0.09	0.61	43
Sketch maps, overlays, or range cards	0.49	0.94	43	0.53	1.14	43	1.07	1.70	43	0.93	1.56	43
Produce technical drawings	0.02	0.15	43	0.02	0.15	43	0.02	0.15	43	0.02	0.15	43
Draw maps and overlays	0.07	0.26	43	0.05	0.21	43	0.14	0.64	43	0.12	0.50	43
Draw illustrations	0.16	0.43	43	0.14	0.52	43	0.28	0.88	43	0.26	0.79	43
Type	1.86	1.37	43	1.98	1.47	43	1.51	1.35	43	2.26	1.65	43
Prepare technical forms and documents	1.49	1.55	43	2.14	1.91	43	1.81	1.75	43	2.09	1.90	43
Record, file, and dispatch information	1.67	1.51	43	2.02	1.67	43	1.60	1.45	43	2.12	1.76	43
Receive, store, & issue supp, equip, etc.	2.91	1.59	43	3.43	1.53	42	2.57	1.55	42	3.33	1.57	42
Use hand and arm signals	1.00	1.15	43	1.05	1.33	43	1.86	1.88	43	1.72	1.79	43
Read tech manuals, field manuals, regs etc.	3.21	1.44	43	3.81	1.42	43	3.67	1.43	43	3.81	1.47	43
Use maps	1.86	1.13	43	2.33	1.51	43	3.42	1.59	43	3.30	1.50	43
Send and receive radio messages	0.84	1.17	43	0.72	1.35	43	1.56	1.96	43	1.37	1.75	43
Give short oral reports	1.02	1.32	43	1.05	1.56	43	1.81	1.91	43	1.74	1.85	43
Receive clients, patients, guests	0.38	1.01	42	0.40	1.06	42	0.40	1.08	42	0.43	1.09	42
Give directions and instructions	2.51	1.67	43	2.88	1.71	43	3.09	1.74	43	3.07	1.72	43

Table E-7 (continued)

## Task Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 948

Task Categories	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Write and deliver presentations	0.35	0.95	43	0.42	1.05	43	0.35	0.81	43	0.44	1.12	43
Interview	0.33	0.71	43	0.35	0.81	43	0.30	0.71	43	0.37	0.85	43
Provide counseling	1.02	1.63	43	1.12	1.65	43	1.14	1.73	43	1.21	1.81	43
Write documents and correspondence	0.53	1.03	43	0.58	1.05	43	0.60	1.12	43	0.60	1.18	43
Decode data	0.37	0.98	43	0.23	0.87	43	0.56	1.35	43	0.51	1.22	43
Analyze electronic signals	0.19	0.82	43	0.19	0.82	43	0.21	0.89	43	0.21	0.89	43
Analyze weather conditions	0.35	0.78	43	0.37	0.87	43	0.51	1.18	43	0.51	1.16	43
Order equipment and supplies	1.63	1.63	43	1.93	1.82	41	1.80	1.72	41	2.02	1.88	41
Estimate time and cost of maint ops	0.49	1.08	43	0.47	0.98	43	0.47	1.10	43	0.49	1.05	43
Plan placement/use of tactical equip	0.63	1.20	43	0.72	1.49	43	1.07	1.87	43	1.00	1.75	43
Translate foreign languages	0.02	0.15	43	0.02	0.15	43	0.02	0.15	43	0.02	0.15	43
Analyze intelligence data	0.16	0.57	43	0.12	0.45	43	0.16	0.65	43	0.21	0.77	43
Control money	1.70	1.88	43	2.12	2.01	43	1.33	1.71	43	2.02	1.96	43
Determine firing data-indirect weapons	0.09	0.37	43	0.14	0.56	43	0.23	0.87	43	0.21	0.80	43
Compute statistics/other math	1.28	1.72	43	1.56	2.02	43	0.98	1.49	43	1.47	1.92	43
Provide programming and DP support	0.21	0.71	43	0.19	0.70	43	0.23	0.75	43	0.28	0.91	43
Control air traffic	0	0	43	0	0	43	0	0	43	0	0	43
Use hand grenades	0.91	1.15	43	0.81	1.31	43	2.00	2.08	43	1.91	2.02	43
Protect against NBC hazards	2.53	1.42	43	2.86	1.74	43	3.93	1.39	43	3.77	1.49	43
Handle demolitions or mines	0.14	0.52	43	0.09	0.43	43	0.23	0.90	43	0.21	0.80	43
Engage in hand-to-hand combat	0.49	0.83	43	0.53	1.24	43	1.09	1.76	43	1.14	1.78	43
Fire individual weapons	2.35	1.27	43	2.24	1.90	42	4.00	1.48	42	3.95	1.46	42
Control individuals and crowds	0.72	1.24	43	0.63	1.31	43	1.19	1.89	43	1.14	1.85	43
Customs and laws of war	1.14	1.34	43	1.05	1.66	43	2.12	2.16	43	2.14	2.21	43
Navigate	1.40	1.47	43	1.44	1.82	43	2.63	2.20	43	2.63	2.18	43
Survive in the field	1.67	1.39	43	2.00	1.99	43	2.98	2.05	43	2.88	1.98	43
Move and react in the field	1.30	1.34	43	1.42	1.82	43	2.53	2.11	43	2.35	2.02	43
Load and unload field artil/tank guns	0.02	0.15	43	0.02	0.15	43	0.07	0.46	43	0.07	0.46	43
Fire heavy direct fire weapons	0.09	0.48	43	0.02	0.15	43	0.14	0.64	43	0.14	0.64	43
Prepare heavy weapons for tactical use	0	0	43	0	0	43	0	0	43	0	0	43
Place & camoufl tactical equip and mat	1.21	1.47	43	1.07	1.45	43	1.77	1.99	43	1.74	1.98	43
Fire indirect fire weapons	0.05	0.21	43	0.02	0.15	43	0.12	0.54	43	0.09	0.48	43
Give first aid	2.12	1.24	43	2.91	1.82	43	3.74	1.60	43	3.53	1.72	43
Detect and identify targets	0.84	1.15	43	0.84	1.41	43	1.77	2.01	43	1.79	2.08	43
Plan operations	0.88	1.33	43	0.98	1.57	43	1.22	1.90	43	1.21	1.83	43
Direct/lead teams	0.44	0.93	43	0.42	1.10	43	0.72	1.53	43	0.67	1.46	43
Monitor/inspect	1.81	1.65	43	2.23	1.91	43	2.28	1.94	43	2.44	2.05	43
Lead	2.09	1.81	43	2.19	1.82	43	2.47	1.97	43	2.65	2.08	43
Act as a model	2.93	1.58	43	3.30	1.54	43	3.47	1.59	43	3.70	1.58	43
Counsel	2.05	1.80	43	2.30	1.86	43	2.33	2.00	43	2.40	2.01	43
Communicate	2.23	1.88	43	2.56	2.03	43	2.60	2.08	43	2.65	2.06	43
Train	1.84	1.73	43	2.35	2.09	43	2.40	2.06	43	2.49	2.07	43
Personnel Administration	1.65	1.88	43	1.70	1.93	43	1.77	1.96	43	1.86	2.01	43

Table E-8

## Activity Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 165

Job Activities	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Work in a team	4.24	0.83	88	4.15	1.02	88	3.95	0.84	88	4.24	0.73	88
Lead a team	3.32	1.25	88	3.75	1.35	88	3.49	1.30	88	3.74	1.13	88
Support/advise peers	3.20	1.17	88	3.19	1.35	88	3.32	1.15	88	3.43	1.15	88
Support/advise subordinates	2.98	1.43	88	3.13	1.56	88	3.20	1.35	88	3.52	1.41	88
Coach peers	3.10	1.22	88	3.38	1.32	88	3.34	1.17	88	3.39	1.23	88
Coach subordinates	3.01	1.43	88	3.49	1.47	87	3.32	1.36	87	3.47	1.38	87
Make oral reports (to individuals)	2.58	1.35	88	2.86	1.54	87	2.69	1.41	87	2.83	1.39	87
Make oral reports (to groups)	1.77	1.32	88	1.88	1.52	88	1.97	1.38	88	2.05	1.41	88
Relay oral instructions	2.99	1.31	88	3.25	1.39	88	3.13	1.23	88	3.23	1.23	88
Interview	1.26	1.45	88	1.28	1.58	88	1.35	1.51	88	1.39	1.57	88
Record information	2.63	1.18	88	2.81	1.40	88	2.84	1.25	88	3.03	1.29	88
Write brief messages	1.90	1.42	88	1.98	1.60	88	2.18	1.54	88	2.18	1.56	88
Write longer reports	0.75	1.09	88	0.82	1.29	88	0.92	1.37	88	0.86	1.31	88
Monitor/interpret verbal messages	2.74	1.51	88	2.91	1.77	88	2.75	1.57	88	2.92	1.68	88
Recall verbal information	2.82	1.37	88	2.97	1.59	88	2.89	1.46	88	3.06	1.52	88
Monitor/interpret numerical information	1.63	1.38	88	2.01	1.67	88	1.89	1.48	88	1.89	1.49	88
Recall numerical information	1.94	1.31	88	2.00	1.52	88	2.07	1.48	88	2.03	1.47	88
Monitor/interpret figural information	2.25	1.46	88	2.56	1.66	88	2.49	1.55	88	2.61	1.64	88
Recall figural information	2.50	1.32	88	2.76	1.52	88	2.64	1.42	88	2.81	1.46	88
Follow oral directions	3.86	0.92	88	3.90	1.15	88	3.85	1.00	88	3.99	0.99	88
Follow written directions	3.42	1.13	88	3.66	1.21	88	3.63	1.22	88	3.72	1.06	88
Judge size and distance	3.56	1.31	88	3.94	1.26	88	3.32	1.06	88	3.72	1.15	88
Judge location	3.81	0.99	88	4.13	0.97	88	3.74	0.84	88	3.98	0.93	88
Judge paths of moving objects	3.53	1.46	88	3.70	1.49	88	3.07	1.34	88	3.47	1.45	88
Solve electrical system problems	1.14	1.25	88	1.33	1.51	88	1.26	1.33	88	1.30	1.37	88
Solve mechanical system problems	1.84	1.38	88	2.11	1.63	88	2.07	1.48	88	2.06	1.49	88
Solve logistical problems	1.06	1.20	88	1.22	1.43	88	1.25	1.44	88	1.32	1.44	88
Solve tactical maneuver problems	2.27	1.56	88	2.68	1.77	88	2.33	1.57	88	2.52	1.66	88
Solve administrative problems	1.20	1.34	88	1.20	1.41	88	1.36	1.55	88	1.35	1.50	88
Solve leadership problems	1.93	1.57	88	2.11	1.73	88	2.30	1.76	88	2.35	1.78	88
Solve medical problems	0.63	1.08	88	0.74	1.34	88	0.86	1.48	88	0.83	1.42	88
Solve communication problems	1.77	1.48	87	2.09	1.74	87	2.15	1.72	87	2.24	1.75	87
Operate precision hand-held equipment	1.26	1.81	88	1.36	1.94	88	1.15	1.66	88	1.26	1.80	88
Operate hand-held tools	2.78	1.30	88	2.60	1.30	88	2.69	1.24	88	2.69	1.25	88
Operate hand-held power equipment	0.93	1.11	88	0.92	1.15	88	1.03	1.26	88	1.01	1.24	88
Operate larger power equipment	0.13	0.47	88	0.14	0.65	88	0.13	0.52	88	0.13	0.52	88
Operate full keyboard	0.19	0.43	88	0.22	0.53	88	0.25	0.61	88	0.25	0.63	88
Operate numeric keyboard	0.15	0.39	88	0.16	0.43	88	0.17	0.46	88	0.17	0.46	88
Adjust device using one limb	2.38	1.59	88	2.46	1.70	87	2.03	1.46	86	2.15	1.57	87
Adj control device using mult limbs	2.35	1.67	88	2.56	1.81	88	2.22	1.56	88	2.39	1.70	88
Drive tracked vehicle	1.07	1.30	88	1.18	1.43	88	1.17	1.45	88	1.15	1.43	88
Drive heavy wheeled vehicle	1.06	1.31	88	0.99	1.22	88	1.22	1.49	87	1.16	1.40	87
Drive light wheeled vehicle	4.31	0.95	88	4.25	1.07	88	3.63	1.22	87	3.84	1.14	87
Aim:stationary target	3.26	1.29	88	3.42	1.40	88	3.55	1.30	88	3.64	1.29	88
Aim:moving target	4.39	0.99	88	4.47	1.04	88	3.78	1.09	88	4.15	1.05	88
Walk long distances	2.94	1.38	88	3.06	1.43	88	3.09	1.34	88	3.15	1.35	88
Run short distances	3.76	1.11	88	3.57	1.27	88	3.56	1.17	88	3.63	1.14	88
Push, pull, lift heavy weights	2.88	1.44	88	2.83	1.54	88	2.72	1.41	88	2.82	1.47	88
Throw objects	1.64	1.33	88	1.63	1.39	88	1.89	1.45	88	1.80	1.43	88
Sort, fold, feed by hand	0.67	1.09	88	0.65	1.16	88	0.74	1.20	88	0.72	1.17	88
Make coordinated movements	2.70	1.66	88	2.84	1.72	88	2.51	1.51	88	2.73	1.65	88
Work long hours	3.55	1.17	88	3.33	1.30	88	3.43	1.13	88	3.51	1.26	88
Work under adverse conditions	3.51	1.24	88	3.56	1.26	88	3.56	1.18	88	3.65	1.21	88

Table E-9

Activity Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 19K

Job Activities	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Work in a team	3.94	1.26	52	3.85	1.29	52	3.92	0.90	52	3.96	1.01	52
Lead a team	2.21	1.38	52	2.62	1.55	52	2.63	1.52	52	2.73	1.43	52
Support/advise peers	2.69	1.41	52	2.62	1.51	52	2.52	1.42	52	2.54	1.39	52
Support/advise subordinates	2.27	1.57	52	2.50	1.63	52	2.46	1.65	52	2.50	1.69	52
Coach peers	2.40	1.33	52	2.92	1.28	52	2.85	1.27	52	2.88	1.17	52
Coach subordinates	2.25	1.63	52	2.73	1.59	52	2.71	1.63	52	2.65	1.55	52
Make oral reports (to individuals)	2.29	1.60	52	2.40	1.45	52	2.46	1.35	52	2.62	1.51	52
Make oral reports (to groups)	1.23	1.34	52	1.38	1.40	52	1.38	1.39	52	1.50	1.50	52
Relay oral instructions	2.90	1.35	52	3.33	1.28	52	3.19	1.14	52	3.21	1.14	52
Interview	0.77	0.98	52	0.85	1.26	52	0.94	1.35	52	0.94	1.33	52
Record information	2.27	1.42	52	2.54	1.49	52	2.46	1.28	52	2.56	1.39	52
Write brief messages	1.65	1.47	52	2.04	1.66	52	2.06	1.50	52	2.06	1.49	52
Write longer reports	0.58	0.85	52	0.73	1.21	52	0.77	1.15	52	0.79	1.21	52
Monitor/interpret verbal messages	2.50	1.49	52	2.98	1.54	52	2.67	1.40	52	2.87	1.53	52
Recall verbal information	2.87	1.27	52	3.29	1.39	52	3.19	1.30	52	3.21	1.32	52
Monitor/interpret numerical information	1.90	1.42	52	2.29	1.55	52	2.02	1.41	52	2.13	1.46	52
Recall numerical information	1.94	1.29	52	2.40	1.54	52	2.19	1.44	52	2.33	1.45	52
Monitor/interpret figural information	2.00	1.40	52	2.37	1.69	52	2.19	1.44	52	2.21	1.42	52
Recall figural information	1.81	1.43	52	2.19	1.63	52	2.10	1.52	52	2.04	1.45	52
Follow oral directions	4.02	1.00	52	4.10	1.01	52	3.77	1.04	52	4.02	1.08	52
Follow written directions	3.27	1.34	52	3.81	1.22	52	3.54	1.16	52	3.75	1.12	52
Judge size and distance	2.92	1.25	52	3.54	1.39	52	2.85	1.18	52	3.27	1.25	52
Judge location	3.10	1.30	52	3.73	1.24	52	3.31	1.16	52	3.52	1.23	52
Judge paths of moving objects	2.56	1.67	52	2.96	1.79	52	2.52	1.53	52	2.79	1.66	52
Solve electrical system problems	2.08	1.56	52	2.37	1.69	52	1.85	1.39	52	2.15	1.59	52
Solve mechanical system problems	2.65	1.44	52	3.13	1.55	52	2.31	1.35	52	2.79	1.40	52
Solve logistical problems	1.25	1.38	52	1.31	1.39	52	1.25	1.33	52	1.33	1.37	52
Solve tactical maneuver problems	1.79	1.59	52	2.15	1.82	52	1.92	1.64	52	2.10	1.74	52
Solve administrative problems	1.44	1.38	52	1.35	1.23	52	1.67	1.46	52	1.62	1.39	52
Solve leadership problems	1.59	1.59	51	1.76	1.78	51	1.76	1.75	51	1.84	1.78	51
Solve medical problems	0.81	1.30	52	0.94	1.50	52	1.06	1.67	52	1.00	1.55	52
Solve communication problems	1.42	1.38	52	1.65	1.55	51	1.65	1.44	51	1.74	1.55	50
Operate precision hand-held equipment	1.08	1.34	52	1.27	1.44	52	1.08	1.27	52	1.17	1.32	52
Operate hand-held tools	3.73	1.24	52	3.65	1.30	52	2.92	1.17	52	3.39	1.20	51
Operate hand-held power equipment	1.77	1.44	52	2.04	1.57	52	1.67	1.37	52	1.94	1.38	51
Operate larger power equipment	1.52	2.03	52	1.54	1.95	52	0.87	1.25	52	1.31	1.68	51
Operate full keyboard	0.48	0.75	52	0.56	1.02	52	0.62	1.01	52	0.62	1.09	52
Operate numeric keyboard	1.19	1.46	52	1.52	1.84	52	0.98	1.28	52	1.22	1.51	51
Adjust device using one limb	3.13	1.41	52	3.40	1.42	52	2.52	1.43	52	3.12	1.28	51
Adj control device using mult limbs	3.33	1.42	52	3.62	1.40	52	2.62	1.36	52	3.31	1.29	51
Drive tracked vehicle	4.31	0.88	52	4.54	0.75	52	3.12	1.26	52	3.94	0.92	52
Drive heavy wheeled vehicle	1.81	1.57	52	2.10	1.72	52	2.08	1.53	52	2.19	1.62	52
Drive light wheeled vehicle	2.12	1.31	52	2.38	1.37	52	2.62	1.30	52	2.63	1.24	52
Aim:stationary target	3.75	1.27	52	4.27	1.12	52	3.38	1.21	52	3.90	1.19	52
Aim:moving target	3.58	1.29	52	4.21	1.14	52	3.21	1.23	52	3.77	1.15	52
Walk long distances	1.98	1.26	52	2.12	1.49	52	2.65	1.49	52	2.56	1.43	52
Run short distances	2.96	1.31	52	2.81	1.53	52	3.21	1.26	52	3.10	1.33	52
Push, pull, lift heavy weights	3.52	1.08	52	3.54	1.24	52	2.98	1.08	52	3.29	1.19	52
Throw objects	1.79	1.40	52	1.96	1.47	52	2.40	1.47	52	2.25	1.45	52
Sort, fold, feed by hand	1.42	1.39	52	1.73	1.62	52	1.62	1.40	52	1.77	1.58	52
Make coordinated movements	2.79	1.54	52	3.00	1.67	52	2.52	1.38	52	2.83	1.50	52
Work long hours	3.92	0.99	52	3.88	1.13	52	3.60	1.11	52	3.71	1.07	52
Work under adverse conditions	3.90	1.01	52	4.02	1.06	52	3.69	1.09	52	3.92	0.95	52

Table E-10

## Activity Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 67N

Job Activities	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Work in a team	3.52	1.18	56	3.86	1.09	56	3.93	1.03	55	3.91	1.08	55
Lead a team	2.46	1.19	56	3.05	1.42	56	3.33	1.28	55	3.22	1.32	55
Support/advise peers	2.79	1.29	56	3.18	1.45	56	3.44	1.36	55	3.36	1.31	55
Support/advise subordinates	2.84	1.40	56	3.36	1.48	55	3.54	1.38	54	3.41	1.38	54
Coach peers	2.52	1.24	56	2.93	1.45	56	3.09	1.38	55	3.02	1.38	55
Coach subordinates	2.75	1.32	56	3.32	1.48	56	3.35	1.39	55	3.31	1.37	55
Make oral reports (to individuals)	2.80	1.44	56	3.02	1.62	56	2.96	1.39	55	3.02	1.50	55
Make oral reports (to groups)	1.52	1.18	56	1.89	1.45	56	2.18	1.40	55	2.13	1.41	55
Relay oral instructions	3.18	1.16	56	3.52	1.18	56	3.44	1.07	55	3.47	1.03	55
Interview	1.46	1.49	56	1.84	1.83	56	1.76	1.66	55	1.69	1.61	55
Record information	3.66	1.27	56	3.98	1.26	56	3.20	1.19	55	3.60	1.23	55
Write brief messages	2.14	1.69	56	2.43	1.75	56	2.22	1.57	55	2.36	1.60	55
Write longer reports	0.73	1.00	56	0.88	1.16	56	0.84	1.08	55	0.93	1.21	55
Monitor/interpret verbal messages	2.14	1.61	56	2.66	1.77	56	2.40	1.68	55	2.51	1.68	55
Recall verbal information	2.95	1.24	56	3.20	1.46	56	3.20	1.32	55	3.29	1.34	55
Monitor/interpret numerical information	1.98	1.79	56	2.32	1.91	56	2.00	1.69	55	2.11	1.72	55
Recall numerical information	2.23	1.69	56	2.54	1.87	56	2.16	1.65	55	2.25	1.68	55
Monitor/interpret figural information	2.46	1.65	56	2.68	1.83	56	2.47	1.56	55	2.42	1.56	55
Recall figural information	1.96	1.49	56	2.18	1.69	56	2.17	1.53	54	2.15	1.61	54
Follow oral directions	3.70	1.16	56	4.13	0.97	56	3.91	1.11	55	4.02	1.01	55
Follow written directions	4.23	0.95	56	4.61	0.59	56	4.15	0.87	55	4.33	0.84	55
Judge size and distance	2.46	1.56	56	2.54	1.60	56	2.98	1.48	55	2.78	1.46	55
Judge location	2.41	1.57	56	2.36	1.69	56	3.04	1.56	55	2.73	1.53	55
Judge paths of moving objects	2.55	1.52	56	2.68	1.80	56	2.67	1.53	55	2.71	1.50	55
Solve electrical system problems	2.82	1.36	56	3.50	1.28	56	1.85	1.31	55	2.96	1.41	55
Solve mechanical system problems	3.84	1.02	56	4.34	0.75	56	2.64	1.27	55	3.73	1.08	55
Solve logistical problems	1.88	1.60	56	2.25	1.84	56	1.85	1.65	55	2.13	1.75	55
Solve tactical maneuver problems	1.16	1.29	56	1.29	1.56	55	1.89	1.83	54	1.74	1.75	54
Solve administrative problems	1.75	1.54	55	2.24	1.86	55	1.89	1.60	54	2.06	1.68	54
Solve leadership problems	1.70	1.43	56	2.07	1.79	56	2.24	1.72	55	2.31	1.70	55
Solve medical problems	0.89	1.25	56	0.89	1.33	56	1.30	1.64	56	1.27	1.62	56
Solve communication problems	1.36	1.45	56	1.73	1.77	56	1.69	1.71	54	1.83	1.83	54
Operate precision hand-held equipment	2.91	1.46	56	3.84	1.45	55	2.46	1.45	54	3.20	1.45	54
Operate hand-held tools	4.41	0.85	56	4.57	0.71	56	3.11	1.38	55	4.05	0.99	55
Operate hand-held power equipment	3.11	1.41	56	3.59	1.42	56	2.44	1.48	55	3.16	1.49	55
Operate larger power equipment	0.88	1.15	56	1.04	1.39	56	0.93	1.29	56	1.09	1.42	56
Operate full keyboard	0.84	0.99	56	1.00	1.25	55	0.87	1.07	55	1.04	1.23	55
Operate numeric keyboard	0.63	0.89	56	0.66	0.96	56	0.70	0.99	56	0.71	1.00	56
Adjust device using one limb	2.46	1.57	56	2.96	1.69	56	2.18	1.53	55	2.49	1.60	55
Adj control device using mult limbs	2.93	1.58	56	3.16	1.68	56	2.35	1.49	55	2.78	1.57	55
Drive tracked vehicle	0.07	0.26	56	0.07	0.32	56	0.14	0.52	56	0.14	0.55	56
Drive heavy wheeled vehicle	1.20	1.33	56	1.04	1.33	56	1.44	1.58	55	1.45	1.58	55
Drive light wheeled vehicle	2.50	1.19	56	2.46	1.41	56	2.91	1.40	55	2.89	1.37	55
Aim:stationary target	2.18	1.32	56	2.21	1.56	56	3.48	1.54	56	3.23	1.60	56
Aim:moving target	1.82	1.43	56	2.09	1.70	55	2.96	1.77	55	2.78	1.76	55
Walk long distances	1.84	1.46	55	1.78	1.66	55	2.76	1.69	54	2.52	1.68	54
Run short distances	2.91	1.23	56	2.27	1.52	56	3.40	1.27	55	3.22	1.30	55
Push, pull, lift heavy weights	2.82	1.15	56	2.82	1.15	56	3.07	1.18	55	2.96	1.17	55
Throw objects	1.07	1.20	56	0.86	1.20	56	1.48	1.51	56	1.39	1.46	56
Sort, fold, feed by hand	1.04	1.33	56	0.89	1.25	56	1.00	1.37	55	0.91	1.25	55
Make coordinated movements	2.66	1.38	56	3.02	1.50	56	3.02	1.38	55	2.89	1.45	55
Work long hours	3.25	1.35	56	3.25	1.58	56	3.40	1.47	55	3.25	1.38	55
Work under adverse conditions	3.07	1.26	56	3.29	1.51	56	3.56	1.29	55	3.36	1.25	55

Table E-11

## Activity Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 76Y

Job Activities	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Work in a team	2.84	1.50	50	2.94	1.50	50	3.34	1.47	50	3.16	1.45	50
Lead a team	1.60	1.59	50	1.94	1.82	50	2.34	2.06	50	2.12	1.88	50
Support/advise peers	2.32	1.56	50	2.50	1.68	50	2.64	1.72	50	2.60	1.63	50
Support/advise subordinates	2.36	1.69	50	2.44	1.81	50	2.56	1.80	50	2.56	1.81	50
Coach peers	2.12	1.62	50	2.30	1.72	50	2.32	1.79	50	2.32	1.83	50
Coach subordinates	2.33	1.81	49	2.58	1.83	48	2.56	1.83	48	2.60	1.84	48
Make oral reports (to individuals)	2.18	1.51	50	2.34	1.72	50	2.34	1.76	50	2.52	1.73	50
Make oral reports (to groups)	1.40	1.56	50	1.52	1.69	50	1.68	1.74	50	1.72	1.80	50
Relay oral instructions	2.54	1.57	50	2.76	1.71	50	2.72	1.70	50	2.68	1.62	50
Interview	0.98	1.41	50	1.16	1.61	50	1.12	1.53	50	1.14	1.54	50
Record information	3.08	1.64	50	3.27	1.71	48	2.65	1.67	48	2.96	1.58	48
Write brief messages	2.50	1.56	50	2.70	1.69	50	2.30	1.54	50	2.56	1.47	50
Write longer reports	1.16	1.53	50	1.34	1.72	50	1.12	1.48	50	1.24	1.57	50
Monitor/interpret verbal messages	1.92	1.52	50	2.26	1.65	50	2.06	1.61	50	2.30	1.69	50
Recall verbal information	2.48	1.73	50	2.64	1.72	50	2.54	1.76	50	2.56	1.74	50
Monitor/interpret numerical information	1.84	1.65	50	2.16	1.81	50	1.70	1.46	50	2.02	1.68	50
Recall numerical information	2.08	1.66	50	2.14	1.76	50	1.88	1.62	50	2.02	1.63	50
Monitor/interpret figural information	1.06	1.39	50	1.36	1.66	50	1.18	1.61	50	1.28	1.60	50
Recall figural information	1.00	1.39	50	1.08	1.44	50	1.08	1.56	50	1.10	1.47	50
Follow oral directions	3.58	1.37	50	3.82	1.38	49	3.82	1.42	49	3.76	1.47	49
Follow written directions	3.58	1.44	50	3.82	1.51	50	3.82	1.52	50	3.54	1.51	50
Judge size and distance	1.26	1.41	50	1.38	1.58	50	1.74	1.79	50	1.60	1.58	50
Judge location	1.72	1.51	50	1.92	1.72	50	2.28	1.90	50	2.06	1.68	50
Judge paths of moving objects	1.06	1.39	50	1.18	1.53	50	1.56	1.79	50	1.36	1.56	50
Solve electrical system problems	0.42	0.84	50	0.46	0.93	50	0.54	1.13	50	0.54	1.09	50
Solve mechanical system problems	1.00	1.31	50	1.10	1.46	50	1.28	1.63	50	1.24	1.59	50
Solve logistical problems	2.80	1.82	50	3.28	1.86	50	2.24	1.71	50	3.04	1.74	50
Solve tactical maneuver problems	0.56	0.99	50	0.64	1.26	50	0.92	1.63	50	0.72	1.33	50
Solve administrative problems	2.72	1.87	50	2.90	2.04	50	1.96	1.67	50	2.54	1.82	50
Solve leadership problems	1.56	1.73	50	1.78	1.84	50	1.82	1.95	50	1.86	1.91	50
Solve medical problems	0.36	0.78	50	0.44	0.97	50	0.56	1.23	50	0.56	1.20	50
Solve communication problems	1.37	1.50	49	1.55	1.70	49	1.71	1.80	49	1.59	1.64	49
Operate precision hand-held equipment	0.50	1.04	50	0.60	1.16	50	0.62	1.21	50	0.58	1.14	50
Operate hand-held tools	1.80	1.31	50	1.76	1.36	50	2.00	1.39	50	1.90	1.31	50
Operate hand-held power equipment	0.94	1.27	50	0.92	1.28	50	1.08	1.40	50	0.98	1.27	50
Operate larger power equipment	0.86	1.46	50	0.92	1.52	50	0.88	1.52	50	0.90	1.42	50
Operate full keyboard	3.26	1.51	50	3.38	1.59	50	2.04	1.58	50	2.94	1.56	50
Operate numeric keyboard	1.90	1.79	50	1.98	1.88	50	1.06	1.30	50	1.70	1.72	50
Adjust device using one limb	1.00	1.37	50	1.20	1.63	50	1.20	1.64	50	1.22	1.62	50
Adj control device using mult limbs	0.92	1.31	50	1.10	1.58	50	1.10	1.61	50	1.14	1.59	50
Drive tracked vehicle	0.54	1.22	48	0.46	1.07	48	0.71	1.49	48	0.60	1.28	48
Drive heavy wheeled vehicle	1.63	1.70	49	1.59	1.68	49	1.84	1.84	49	1.65	1.74	49
Drive light wheeled vehicle	3.20	1.36	50	3.18	1.52	50	3.24	1.46	50	3.30	1.30	50
Aim:stationary target	1.80	1.34	50	1.76	1.70	49	2.62	1.88	50	2.38	1.75	50
Aim:moving target	1.04	1.21	50	0.98	1.44	48	1.73	1.92	49	1.44	1.69	48
Walk long distances	1.80	1.32	50	1.59	1.51	49	2.56	1.63	50	2.20	1.44	50
Run short distances	2.88	1.44	50	2.18	1.65	49	3.36	1.40	50	3.08	1.31	50
Push, pull, lift heavy weights	2.52	1.27	50	2.50	1.45	50	2.72	1.26	50	2.62	1.21	50
Throw objects	1.24	1.44	50	0.96	1.24	50	1.56	1.64	50	1.30	1.39	50
Sort, fold, feed by hand	2.06	1.56	50	2.06	1.68	50	1.62	1.38	50	2.00	1.50	50
Make coordinated movements	1.70	1.49	50	1.66	1.57	50	1.98	1.68	50	1.86	1.60	50
Work long hours	2.96	1.43	50	3.00	1.49	49	3.34	1.41	50	3.12	1.33	50
Work under adverse conditions	2.12	1.51	50	2.24	1.74	49	2.60	1.84	50	2.40	1.65	50

Table E-12

## Activity Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 88M

Job Activities	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Work in a team	2.30	1.65	44	2.26	1.76	43	2.86	2.03	43	2.79	1.92	43
Lead a team	1.59	1.42	44	1.79	1.63	43	2.19	1.80	43	2.14	1.74	43
Support/advise peers	1.98	1.53	44	2.07	1.63	42	2.40	1.77	42	2.38	1.64	42
Support/advise subordinates	1.93	1.56	44	2.21	1.80	42	2.57	1.91	42	2.40	1.82	42
Coach peers	1.82	1.59	44	2.05	1.80	43	2.16	1.80	43	2.30	1.85	43
Coach subordinates	1.81	1.71	43	2.07	2.00	42	2.00	1.93	42	2.05	1.89	42
Make oral reports (to individuals)	1.75	1.43	44	2.19	1.68	43	2.44	1.71	43	2.44	1.67	43
Make oral reports (to groups)	0.98	1.30	44	1.23	1.64	44	1.45	1.78	44	1.41	1.73	44
Relay oral instructions	2.32	1.55	44	2.47	1.59	43	2.74	1.59	43	2.70	1.60	43
Interview	0.48	1.00	44	0.55	1.17	44	0.73	1.40	44	0.70	1.42	44
Record information	2.66	1.78	44	2.86	1.85	44	2.61	1.82	44	2.89	1.88	44
Write brief messages	0.98	1.27	44	1.23	1.61	44	1.30	1.69	44	1.39	1.81	44
Write longer reports	0.39	0.84	44	0.43	1.13	44	0.45	1.21	44	0.50	1.25	44
Monitor/interpret verbal messages	1.07	1.47	44	1.19	0.62	43	1.49	1.83	43	1.44	1.87	43
Recall verbal information	2.07	1.77	44	2.33	1.91	43	2.40	1.89	43	2.56	2.04	43
Monitor/interpret numerical information	0.89	1.24	44	1.00	1.53	43	1.16	1.65	43	1.12	1.61	43
Recall numerical information	1.27	1.30	44	1.33	1.54	43	1.60	1.56	43	1.60	1.58	43
Monitor/interpret figural information	1.09	1.31	44	1.27	1.53	44	1.36	1.60	44	1.41	1.62	44
Recall figural information	1.23	1.27	44	1.55	1.63	44	1.68	1.68	44	1.77	1.72	44
Follow oral directions	3.68	1.38	44	3.84	1.25	43	3.98	1.34	43	4.02	1.30	43
Follow written directions	3.95	0.91	44	4.14	0.77	43	3.93	0.96	43	4.21	0.77	43
Judge size and distance	3.02	1.50	44	3.40	1.51	43	3.16	1.38	43	3.49	1.37	43
Judge location	3.27	1.39	44	3.70	1.17	43	3.53	1.20	43	3.84	1.21	43
Judge paths of moving objects	3.64	1.26	44	3.84	1.23	43	3.19	1.45	43	3.74	1.24	43
Solve electrical system problems	0.98	1.23	44	1.23	1.43	43	0.98	1.34	43	1.28	1.59	43
Solve mechanical system problems	2.16	1.54	44	2.47	1.70	43	2.16	1.57	43	2.56	1.75	43
Solve logistical problems	0.91	1.41	44	0.95	1.54	44	0.75	1.28	44	0.91	1.43	44
Solve tactical maneuver problems	0.80	1.36	44	0.82	1.45	44	1.09	1.75	44	0.95	1.61	44
Solve administrative problems	1.02	1.39	44	0.95	1.35	44	1.00	1.33	44	1.07	1.39	44
Solve leadership problems	1.02	1.55	44	1.07	1.61	44	1.11	1.57	44	1.27	1.73	44
Solve medical problems	0.43	0.95	44	0.27	0.66	44	0.55	1.17	44	0.50	1.05	44
Solve communication problems	0.80	1.11	44	0.95	1.45	44	1.07	1.53	44	1.02	1.50	44
Operate precision hand-held equipment	0.50	1.05	44	0.59	1.23	44	0.64	1.22	44	0.68	1.29	44
Operate hand-held tools	3.36	1.40	44	3.31	1.37	42	2.98	1.39	42	3.40	1.34	42
Operate hand-held power equipment	1.20	1.41	44	1.43	1.65	42	1.44	1.67	43	1.50	1.70	42
Operate larger power equipment	0.77	1.48	44	0.73	1.48	44	0.66	1.33	44	0.73	1.40	44
Operate full keyboard	0.52	1.05	44	0.43	0.97	44	0.50	1.02	44	0.52	1.09	44
Operate numeric keyboard	0.23	0.57	44	0.20	0.55	44	0.23	0.60	44	0.25	0.65	44
Adjust device using one limb	3.56	1.67	43	3.60	1.48	43	3.00	1.51	43	3.42	1.53	43
Adj control device using mult limbs	3.70	1.66	43	3.57	1.55	42	2.98	1.60	42	3.50	1.61	42
Drive tracked vehicle	0.65	1.34	43	0.63	1.38	43	0.65	1.40	43	0.67	1.41	43
Drive heavy wheeled vehicle	4.30	1.08	43	4.29	1.02	42	3.10	1.58	41	4.10	1.28	41
Drive light wheeled vehicle	4.42	0.85	43	4.36	0.79	42	3.41	1.41	41	4.27	0.92	41
Aim:stationary target	2.42	1.48	43	2.49	1.55	43	3.44	1.62	43	2.98	1.54	43
Aim:moving target	1.67	1.61	43	1.77	1.76	43	2.58	2.04	43	2.23	1.84	43
Walk long distances	1.53	1.44	43	1.56	1.52	43	2.40	1.76	43	2.23	1.67	43
Run short distances	3.23	1.54	43	2.60	1.65	42	3.41	1.56	41	2.85	1.56	41
Push, pull, lift heavy weights	2.49	1.58	43	2.38	1.64	42	2.36	1.59	42	2.64	1.57	42
Throw objects	1.00	1.36	43	1.14	1.41	43	1.49	1.64	43	1.35	1.51	43
Sort, fold, feed by hand	0.72	1.24	43	0.69	1.14	42	0.76	1.32	42	0.71	1.27	42
Make coordinated movements	2.60	1.64	43	2.81	1.73	42	2.45	1.61	42	2.57	1.67	42
Work long hours	3.53	1.26	43	3.24	1.56	42	3.33	1.37	42	3.40	1.47	42
Work under adverse conditions	3.37	1.40	43	3.36	1.57	42	3.29	1.58	42	3.52	1.45	42

Table E-13

## Activity Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 91A

Job Activities	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Work in a team	3.66	1.13	56	3.52	1.21	56	3.80	1.18	56	3.82	1.05	56
Lead a team	2.29	1.33	56	2.34	1.49	56	2.91	1.53	56	2.82	1.54	56
Support/advise peers	2.68	1.19	56	3.09	1.25	56	3.27	1.23	56	3.16	1.30	56
Support/advise subordinates	2.43	1.37	56	2.50	1.62	56	2.93	1.58	56	2.75	1.56	56
Coach peers	2.71	1.16	56	2.88	1.38	56	3.16	1.32	56	3.09	1.25	56
Coach subordinates	2.50	1.36	56	2.79	1.60	56	2.95	1.43	56	2.89	1.50	56
Make oral reports (to individuals)	2.77	1.21	56	3.20	1.33	56	3.05	1.31	56	3.18	1.16	56
Make oral reports (to groups)	1.84	1.35	56	2.04	1.50	56	2.16	1.46	56	2.09	1.44	56
Relay oral instructions	2.79	1.28	56	3.14	1.43	56	3.07	1.39	56	3.18	1.44	56
Interview	2.38	1.65	56	2.71	1.82	56	1.86	1.38	56	2.36	1.57	56
Record information	3.23	1.41	56	3.55	1.46	56	2.82	1.27	56	3.14	1.27	56
Write brief messages	2.59	1.47	56	2.79	1.49	56	2.43	1.41	56	2.64	1.37	56
Write longer reports	1.07	1.17	56	1.09	1.23	56	1.07	1.26	56	1.16	1.26	56
Monitor/interpret verbal messages	2.43	1.62	56	2.66	1.82	56	2.80	1.77	56	2.73	1.77	56
Recall verbal information	3.13	1.27	56	3.39	1.52	56	3.45	1.44	56	3.45	1.44	56
Monitor/interpret numerical information	2.07	1.64	56	2.31	1.83	55	2.13	1.66	55	2.27	1.73	55
Recall numerical information	2.25	1.58	56	2.65	1.85	55	2.38	1.68	55	2.42	1.67	55
Monitor/interpret figural information	1.79	1.52	56	2.04	1.76	55	1.98	1.74	55	1.93	1.63	55
Recall figural information	1.80	1.42	56	2.00	1.77	55	2.29	1.76	55	2.13	1.67	55
Follow oral directions	3.82	1.10	56	3.89	1.31	55	4.15	1.08	55	4.07	1.02	55
Follow written directions	3.86	1.03	56	3.98	1.25	55	3.98	1.24	55	4.15	0.99	55
Judge size and distance	2.04	1.32	56	1.79	1.41	56	2.63	1.65	56	2.29	1.49	56
Judge location	2.55	1.20	56	2.54	1.46	56	3.71	1.28	56	3.29	1.30	56
Judge paths of moving objects	1.55	1.31	56	1.57	1.49	56	2.07	1.75	56	1.88	1.60	56
Solve electrical system problems	0.95	1.20	56	0.96	1.36	56	1.36	1.57	56	1.25	1.55	56
Solve mechanical system problems	1.77	1.55	56	1.70	1.63	56	2.05	1.68	56	1.98	1.71	56
Solve logistical problems	1.38	1.45	56	1.52	1.57	56	1.59	1.60	56	1.59	1.62	56
Solve tactical maneuver problems	1.00	1.32	56	1.02	1.34	56	1.46	1.76	56	1.30	1.58	56
Solve administrative problems	1.70	1.46	56	1.55	1.46	56	1.82	1.64	56	1.84	1.60	56
Solve leadership problems	1.88	1.55	56	1.86	1.60	56	2.32	1.76	56	2.18	1.70	56
Solve medical problems	3.14	1.80	56	3.48	1.82	56	2.39	1.67	56	3.04	1.61	56
Solve communication problems	1.63	1.52	56	1.71	1.61	56	2.16	1.86	56	1.95	1.78	56
Operate precision hand-held equipment	3.11	1.56	56	3.36	1.73	56	2.68	1.60	56	3.05	1.57	56
Operate hand-held tools	2.73	1.17	56	2.38	1.52	56	2.91	1.32	56	2.89	1.26	56
Operate hand-held power equipment	1.27	1.34	56	0.95	1.18	56	1.52	1.62	56	1.34	1.44	56
Operate larger power equipment	0.36	0.82	56	0.30	0.78	56	0.54	1.24	56	0.46	1.08	56
Operate full keyboard	1.32	1.21	56	1.20	1.23	56	1.30	1.28	56	1.27	1.27	56
Operate numeric keyboard	0.59	0.91	56	0.50	0.91	56	0.58	1.08	55	0.55	1.02	55
Adjust device using one limb	2.14	1.55	56	2.16	1.72	56	2.07	1.68	56	2.13	1.60	56
Adj control device using mult limbs	2.20	1.49	56	2.32	1.75	56	2.23	1.62	56	2.20	1.58	55
Drive tracked vehicle	2.39	1.57	56	1.75	1.63	56	2.41	1.64	56	2.41	1.53	56
Drive heavy wheeled vehicle	2.25	1.67	56	1.57	1.58	56	2.20	1.70	56	2.25	1.69	56
Drive light wheeled vehicle	3.43	1.29	56	2.73	1.68	55	3.20	1.27	55	3.24	1.37	55
Aim:stationary target	2.55	1.25	56	1.93	1.62	56	3.91	1.49	56	3.43	1.46	56
Aim:moving target	1.54	1.36	56	1.23	1.53	56	2.79	2.08	56	2.52	1.95	56
Walk long distances	2.82	1.27	56	2.59	1.66	56	3.59	1.28	56	3.38	1.29	56
Run short distances	3.39	1.04	56	2.88	1.70	56	3.98	1.00	56	3.75	1.01	56
Push, pull, lift heavy weights	3.39	1.11	56	3.21	1.47	56	3.75	1.08	56	3.61	1.15	56
Throw objects	1.23	1.25	56	0.86	1.21	56	1.64	1.66	56	1.45	1.50	56
Sort, fold, feed by hand	1.63	1.50	56	1.43	1.45	56	1.55	1.46	56	1.52	1.36	56
Make coordinated movements	3.16	1.28	56	3.09	1.54	56	3.30	1.32	56	3.27	1.30	56
Work long hours	3.50	1.24	56	3.32	1.48	56	3.70	1.25	56	3.64	1.26	56
Work under adverse conditions	3.25	1.30	56	3.39	1.56	56	3.77	1.32	56	3.70	1.33	56

Table E-14

## Activity Questionnaire - Frequency and Importance Ratings Descriptive Statistics for 948

Job Activities	Frequency			Core Technical			General Soldering			Overall Job		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Work in a team	3.44	1.65	43	3.79	1.52	42	3.81	1.49	42	3.79	1.62	42
Lead a team	2.05	1.70	43	2.38	1.92	42	2.52	1.95	42	2.55	1.93	42
Support/advise peers	2.58	1.55	43	2.88	1.53	42	2.93	1.69	42	3.02	1.65	42
Support/advise subordinates	2.42	1.71	43	2.69	1.79	42	2.71	1.88	42	2.69	1.87	42
Coach peers	2.35	1.62	43	2.69	1.79	42	2.76	1.81	42	2.69	1.84	42
Coach subordinates	2.40	1.71	43	2.67	1.82	42	2.62	1.79	42	2.60	1.85	42
Make oral reports (to individuals)	1.72	1.47	43	1.86	1.59	42	2.14	1.69	42	2.12	1.70	42
Make oral reports (to groups)	1.21	1.32	43	1.52	1.76	42	1.52	1.69	42	1.60	1.70	42
Relay oral instructions	2.51	1.44	43	2.90	1.57	42	3.12	1.60	42	3.00	1.62	42
Interview	1.02	1.34	43	1.33	1.71	42	1.38	1.79	42	1.48	1.80	42
Record information	2.47	1.52	43	2.69	1.46	42	2.50	1.42	42	2.76	1.45	42
Write brief messages	1.63	1.45	43	1.74	1.55	42	1.71	1.58	42	1.81	1.57	42
Write longer reports	0.60	0.88	43	0.64	1.10	42	0.76	1.28	42	0.71	1.17	42
Monitor/interpret verbal messages	1.33	1.46	43	1.64	1.79	42	1.55	1.70	42	1.57	1.68	42
Recall verbal information	2.21	1.52	43	2.48	1.76	42	2.33	1.69	42	2.55	1.66	42
Monitor/interpret numerical information	1.37	1.60	43	1.60	1.81	42	1.55	1.70	42	1.62	1.77	42
Recall numerical information	1.93	1.73	42	1.98	1.77	41	1.93	1.69	41	2.17	1.86	41
Monitor/interpret figural information	0.95	1.23	43	1.05	1.31	42	1.29	1.53	42	1.31	1.57	42
Recall figural information	0.98	1.50	43	0.88	1.38	42	1.02	1.54	42	1.07	1.60	42
Follow oral directions	3.65	1.11	43	4.07	0.82	41	4.05	0.95	41	4.07	1.06	41
Follow written directions	4.12	0.98	43	4.24	0.91	42	4.12	1.06	42	4.21	1.00	42
Judge size and distance	1.30	1.34	43	1.56	1.61	43	1.98	1.74	43	1.91	1.74	43
Judge location	1.53	1.35	43	1.84	1.66	43	2.63	1.75	43	2.44	1.72	43
Judge paths of moving objects	1.19	1.28	43	1.30	1.57	43	2.05	1.89	43	1.88	1.79	43
Solve electrical system problems	0.65	1.07	43	0.84	1.38	43	0.70	1.17	43	0.79	1.26	43
Solve mechanical system problems	1.37	1.31	43	1.74	1.71	43	1.58	1.53	43	1.84	1.65	43
Solve logistical problems	1.02	1.28	43	1.21	1.52	43	1.05	1.45	43	1.33	1.67	43
Solve tactical maneuver problems	0.72	1.22	43	0.74	1.36	42	0.95	1.65	42	0.95	1.58	42
Solve administrative problems	2.00	1.50	43	2.31	1.79	42	1.81	1.64	42	2.19	1.74	42
Solve leadership problems	1.84	1.76	43	1.83	1.81	42	1.98	1.84	42	1.95	1.87	42
Solve medical problems	0.65	1.09	43	1.02	1.68	43	0.91	1.60	43	1.00	1.68	43
Solve communication problems	1.36	1.69	42	1.59	1.96	41	1.59	1.94	41	1.68	1.95	41
Operate precision hand-held equipment	1.14	1.58	43	1.24	1.72	42	0.88	1.45	42	1.12	1.58	42
Operate hand-held tools	2.40	1.61	43	2.60	1.55	42	2.26	1.45	42	2.55	1.43	42
Operate hand-held power equipment	1.49	1.70	43	1.57	1.78	42	1.29	1.42	42	1.55	1.77	42
Operate larger power equipment	0.47	1.18	43	0.37	0.95	43	0.40	1.03	43	0.44	1.05	43
Operate full keyboard	1.42	1.37	43	1.52	1.52	42	1.33	1.54	42	1.57	1.40	42
Operate numeric keyboard	1.05	1.57	43	0.90	1.45	42	0.74	1.33	42	0.93	1.45	42
Adjust device using one limb	1.83	1.65	42	2.05	1.77	41	1.71	1.72	41	2.10	1.81	41
Adj control device using mult limbs	1.43	1.64	42	1.60	1.71	42	1.55	1.71	42	1.52	1.69	42
Drive tracked vehicle	0.12	0.50	43	0.09	0.48	43	0.19	0.70	43	0.16	0.65	43
Drive heavy wheeled vehicle	1.17	1.32	42	1.34	1.54	41	1.51	1.66	41	1.76	1.73	41
Drive light wheeled vehicle	1.88	1.37	43	1.95	1.51	42	2.36	1.75	42	2.57	1.70	42
Aim:stationary target	1.81	1.33	43	1.85	1.67	41	3.14	1.77	42	3.02	1.77	42
Aim:moving target	1.00	1.25	43	1.02	1.52	43	1.91	2.09	43	1.86	2.04	43
Walk long distances	1.56	1.31	43	1.67	1.46	43	2.58	1.80	43	2.42	1.74	43
Run short distances	2.79	1.36	43	2.29	1.57	42	3.45	1.48	42	3.45	1.47	42
Push, pull, lift heavy weights	2.81	1.33	43	2.81	1.61	42	3.15	1.48	41	3.27	1.43	41
Throw objects	0.74	1.09	43	0.83	0.98	43	1.16	1.60	43	1.00	1.43	43
Sort, fold, feed by hand	2.33	1.63	43	2.43	1.77	42	1.76	1.57	42	2.31	1.62	42
Make coordinated movements	2.56	1.69	43	2.83	1.77	42	2.62	1.64	42	3.00	1.72	42
Work long hours	4.07	1.06	43	4.00	1.15	42	4.05	1.19	42	4.14	1.00	42
Work under adverse conditions	3.30	1.58	43	3.60	1.59	42	3.88	1.42	42	3.88	1.35	42

Table E-15

## Hybrid Questionnaire - Frequency, Importance, and Difficulty Ratings Descriptive Statistics for 16S

Tasks and Activities	Frequency			Core Technical			General Soldering			Overall Job			Difficulty		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Ins and maint mech equip/systems	4.16	0.81	89	4.10	0.75	89	3.74	1.07	88	4.05	0.80	88	2.77	0.71	88
Ins and maint elect equip/systems	3.16	1.32	89	3.44	1.41	88	3.16	1.39	88	3.38	1.38	88	2.86	1.11	88
Tblsht & repair elect equip/sys	0.83	1.25	89	1.01	1.48	89	0.96	1.39	89	0.99	1.42	89	1.38	1.83	89
Tblsht & repair mech equip/sys	1.37	1.47	89	1.68	1.73	87	1.54	1.60	87	1.60	1.64	87	1.92	1.77	87
Operate electronic equipment	1.65	1.67	89	1.89	1.73	88	1.59	1.58	88	1.81	1.69	88	1.86	1.65	88
Operate keyboard	0.18	0.47	89	0.16	0.45	89	0.26	0.73	89	0.24	0.67	89	0.43	1.16	89
Make drawings or sketches	2.79	1.30	89	2.99	1.39	88	2.94	1.32	88	3.00	1.36	88	2.64	1.19	88
Make spatial judgments	3.16	1.25	89	3.38	1.44	88	3.16	1.24	88	3.23	1.16	88	3.10	1.12	88
Judge movement of objects	3.12	1.62	89	3.40	1.69	88	2.81	1.41	88	3.09	1.43	88	2.76	1.35	88
Pack and load	2.65	1.53	89	2.58	1.50	89	2.44	1.38	89	2.51	1.33	89	2.24	1.36	89
Construct and assemble	0.79	1.34	89	0.91	1.53	89	0.87	1.46	89	0.94	1.54	89	0.89	1.47	89
Use repetitive hand movements	1.52	1.54	89	1.62	1.70	89	1.57	1.58	89	1.60	1.61	89	1.37	1.43	89
Operate hand-held equipment	2.91	1.28	89	2.74	1.37	89	2.73	1.26	89	2.76	1.22	89	2.13	1.11	89
Operate heavy equipment	0.91	1.17	89	1.18	1.50	89	1.16	1.46	89	1.22	1.50	89	1.40	1.66	89
Drive light wheeled vehicles	4.09	0.79	89	3.93	1.10	89	3.49	1.03	89	3.76	0.97	89	2.35	0.88	89
Fire weapons	2.91	1.63	89	3.30	1.69	89	3.29	1.60	89	3.24	1.57	89	2.64	1.31	89
Make coordinated movements	2.64	1.52	89	3.07	1.50	89	2.93	1.37	89	3.08	1.39	89	2.49	1.30	88
Demonstrate physical endurance	3.70	1.26	89	3.52	1.32	89	3.62	1.12	89	3.66	1.12	88	3.01	1.19	89
Work under adverse conditions	3.22	1.03	89	3.39	1.05	89	3.54	0.95	89	3.63	0.98	89	3.60	1.02	89
Control conflicts	1.00	1.13	89	1.06	1.33	89	1.31	1.46	89	1.26	1.48	89	1.22	1.85	89
Use individual weapons	3.44	1.05	89	3.80	1.02	89	4.06	0.86	89	4.00	0.80	89	3.03	0.79	89
Execute field techniques	3.52	1.05	89	3.72	1.15	89	3.83	1.06	89	3.71	1.02	89	3.12	1.02	89
Communicate orally	2.78	1.26	89	3.07	1.28	89	3.18	1.22	89	3.25	1.22	89	3.19	1.09	89
Communicate in writing	1.51	1.24	89	1.85	1.58	89	1.90	1.53	89	1.98	1.58	89	2.61	1.72	89
Lead peers or subordinates	2.57	1.41	89	2.94	1.49	89	3.16	1.45	89	3.17	1.42	89	3.18	1.33	89
Coach & counsel peers/subord	2.47	1.44	89	2.67	1.59	89	3.03	1.53	89	3.04	1.54	89	2.92	1.46	89
Direct/participate in teams	3.48	1.31	89	3.51	1.37	89	3.42	1.24	89	3.62	1.29	89	2.73	1.01	89
Solve logistic/tactic/adm probs	1.18	1.45	89	1.39	1.68	89	1.39	1.57	89	1.45	1.70	89	1.69	1.84	89
Analyze numerical data	0.54	0.98	89	0.66	1.18	89	0.75	1.28	89	0.75	1.32	89	0.98	1.61	89
Analyze/use figural information	2.71	1.42	89	3.19	1.52	89	3.09	1.45	89	3.21	1.39	89	3.21	1.27	89
Administration/records keeping	1.00	1.32	89	1.21	1.62	89	1.25	1.60	89	1.20	1.52	89	1.21	1.49	89
Food preparation	0.31	0.83	89	0.35	1.01	89	0.37	0.99	89	0.38	1.02	89	0.36	0.92	89
Preparation for NBC engagement	2.94	1.38	89	3.34	1.57	89	3.70	1.51	89	3.71	1.46	89	3.20	1.33	88
Providing medical treatment	0.38	0.97	89	0.47	1.21	89	0.52	1.24	89	0.55	1.31	89	0.61	1.38	89
Send and receive messages	3.18	1.43	89	3.55	1.46	89	3.38	1.33	89	3.54	1.37	89	2.89	1.11	88
Operate sensor devices	0.92	1.62	89	1.08	1.80	89	0.89	1.54	89	1.01	1.70	89	1.03	1.68	89
Use explosives	1.44	1.54	89	1.86	1.92	88	1.97	1.85	88	1.92	1.86	87	2.10	1.79	88
Give first aid	2.40	1.22	89	3.11	1.52	88	3.65	1.36	88	3.49	1.36	88	3.08	1.07	88

Table E-16

## Hybrid Questionnaire - Frequency, Importance, and Difficulty Ratings Descriptive Statistics for 19K

Tasks and Activities	Frequency			Core Technical			General Soldering			Overall Job			Difficulty		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Ins and maint mech equip/systems	4.08	0.88	52	4.25	0.68	52	3.29	0.98	52	3.98	0.67	52	3.04	0.74	52
Ins and maint elect equip/systems	3.42	1.14	52	3.79	0.94	52	2.73	1.12	52	3.48	1.06	52	3.40	0.96	52
Tblsht & repair elect equip/sys	1.83	1.42	52	2.27	1.61	52	1.71	1.32	52	2.10	1.54	52	2.88	1.96	52
Tblsht & repair mech equip/sys	2.52	1.45	52	2.98	1.49	52	2.17	1.22	52	2.87	1.50	52	3.16	1.50	51
Operate electronic equipment	2.65	1.67	52	2.87	1.72	52	2.02	1.39	52	2.69	1.62	52	2.67	1.60	51
Operate keyboard	1.02	1.20	52	1.13	1.44	52	0.94	1.07	52	1.17	1.37	52	1.53	1.67	51
Make drawings or sketches	2.54	1.06	52	2.90	1.07	52	2.48	1.11	52	2.67	0.94	52	2.67	0.88	52
Make spatial judgments	2.71	0.98	52	3.10	1.12	52	2.75	0.99	52	2.96	0.93	52	3.13	1.10	52
Judge movement of objects	2.71	1.14	52	3.12	1.25	52	2.71	1.21	52	3.00	1.15	52	2.85	1.26	52
Pack and load	2.77	1.41	52	2.62	1.16	52	2.50	1.26	52	2.56	1.19	52	2.31	1.00	52
Construct and assemble	0.50	0.75	52	0.54	0.87	52	0.71	1.13	52	0.65	0.99	52	0.87	1.40	52
Use repetitive hand movements	1.52	1.48	52	1.60	1.58	52	1.62	1.51	52	1.63	1.57	52	1.58	1.36	52
Operate hand-held equipment	3.22	1.45	51	3.35	1.29	51	2.69	1.24	51	3.14	1.27	51	2.45	1.12	51
Operate heavy equipment	4.02	1.23	52	4.23	1.18	52	2.92	1.08	52	3.60	1.12	52	2.92	1.03	52
Drive light wheeled vehicles	1.98	1.29	52	2.08	1.36	52	2.25	1.12	52	2.29	1.23	52	1.90	0.93	52
Fire weapons	3.75	1.10	52	4.48	0.87	52	3.69	1.13	52	4.17	0.83	52	3.31	1.00	52
Make coordinated movements	2.71	1.49	52	3.04	1.41	52	3.06	1.23	52	3.13	1.34	52	2.56	1.06	52
Demonstrate physical endurance	3.31	1.16	52	3.48	1.21	52	3.44	1.16	52	3.44	1.00	52	2.88	1.15	52
Work under adverse conditions	3.63	1.05	52	3.87	0.97	52	3.60	1.01	52	3.85	0.80	52	3.63	1.05	52
Control conflicts	1.37	1.25	52	1.62	1.46	52	1.73	1.46	52	1.71	1.46	52	2.31	1.78	52
Use individual weapons	2.88	1.25	52	3.31	1.45	52	3.90	1.03	52	3.71	1.11	52	2.87	0.89	52
Execute field techniques	3.31	0.96	52	3.87	1.01	52	3.87	0.99	52	3.90	0.93	52	3.21	0.87	52
Communicate orally	2.50	1.66	52	2.87	1.53	52	2.92	1.30	52	2.98	1.41	52	2.71	1.21	52
Communicate in writing	1.63	1.52	52	1.79	1.46	52	2.04	1.51	52	1.94	1.49	52	2.31	1.70	52
Lead peers or subordinates	2.44	1.53	52	2.73	1.51	52	2.81	1.50	52	2.85	1.49	52	3.12	1.40	52
Coach & counsel peers/subord	2.10	1.58	52	2.35	1.56	52	2.52	1.59	52	2.44	1.56	52	2.83	1.72	52
Direct/participate in teams	3.50	1.18	52	3.58	1.29	52	3.56	1.06	52	3.65	1.05	52	2.81	0.97	52
Solve logistic/tactic/adm probs	0.90	1.18	52	1.08	1.47	52	1.23	1.48	52	1.21	1.46	52	1.79	2.01	52
Analyze numerical data	0.69	1.00	52	1.00	1.44	52	0.88	1.32	52	1.02	1.45	52	1.29	1.75	52
Analyze/use figural information	1.62	1.46	52	2.17	1.77	52	1.85	1.58	52	2.17	1.71	52	2.40	1.77	52
Administration/records keeping	1.06	1.26	52	1.31	1.50	52	1.37	1.44	52	1.31	1.41	52	1.63	1.69	52
Food preparation	0.27	0.69	52	0.15	0.50	52	0.27	0.72	52	0.27	0.77	52	0.33	0.86	52
Preparation for NBC engagement	3.27	1.40	52	3.83	1.45	52	4.00	1.28	52	4.04	1.22	51	3.10	1.19	51
Providing medical treatment	0.46	1.20	52	0.58	1.42	52	0.62	1.43	52	0.62	1.43	52	0.58	1.29	52
Send and receive messages	2.92	1.51	52	3.33	1.52	52	3.15	1.42	52	3.31	1.35	52	2.81	1.19	52
Operate sensor devices	0.71	1.19	52	1.00	1.63	52	0.81	1.31	52	1.00	1.57	52	1.25	1.84	52
Use explosives	2.50	1.58	52	2.94	1.86	51	2.73	1.60	51	3.00	1.64	51	2.67	1.52	51
Give first aid	3.08	1.23	52	3.73	1.30	51	4.00	0.89	51	3.92	0.82	51	3.27	0.87	51

Table E-17

## Hybrid Questionnaire - Frequency, Importance, and Difficulty Ratings Descriptive Statistics for 67N

Tasks and Activities	Frequency			Core Technical			General Soldering			Overall Job			Difficulty		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Ins and maint mech equip/systems	3.74	1.33	57	3.91	1.27	57	2.91	1.25	56	3.63	1.17	56	3.15	0.85	55
Ins and maint elect equip/systems	3.11	1.13	57	3.58	1.08	57	2.25	1.08	56	3.18	1.08	56	3.69	0.77	55
Tblsht & repair elect equip/sys	2.46	1.50	57	3.05	1.61	57	1.79	1.17	56	2.63	1.51	56	3.51	1.57	55
Tblsht & repair mech equip/sys	4.04	0.96	57	4.42	0.80	57	2.70	1.20	56	3.68	1.05	56	3.84	0.71	55
Operate electronic equipment	1.88	1.45	57	2.14	1.65	57	1.66	1.37	56	1.95	1.38	56	2.45	1.70	55
Operate keyboard	0.91	1.06	57	1.00	1.18	57	0.91	1.21	56	1.04	1.16	56	1.48	1.63	56
Make drawings or sketches	1.18	0.95	57	1.19	1.22	57	1.91	1.54	56	1.89	1.46	56	1.67	1.29	55
Make spatial judgments	2.07	1.40	57	2.00	1.57	57	2.57	1.48	56	2.55	1.43	56	2.22	1.26	55
Judge movement of objects	2.18	1.53	57	2.32	1.68	57	2.32	1.45	56	2.45	1.56	56	2.13	1.40	55
Pack and load	2.28	1.35	57	2.49	1.48	57	2.46	1.35	56	2.70	1.36	56	2.38	1.15	55
Construct and assemble	1.00	1.34	57	0.89	1.36	57	1.33	1.61	57	1.23	1.45	57	1.28	1.47	57
Use repetitive hand movements	2.86	1.41	57	3.11	1.55	57	2.57	1.20	56	2.89	1.34	56	2.42	1.26	55
Operate hand-held equipment	4.09	1.09	57	4.25	0.93	57	2.98	1.03	55	3.66	1.00	56	2.76	0.84	55
Operate heavy equipment	1.18	1.31	57	1.25	1.58	57	1.52	1.71	56	1.48	1.64	56	1.49	1.60	55
Drive light wheeled vehicles	2.51	1.14	57	2.21	1.26	57	2.84	1.23	56	2.82	1.11	56	2.11	0.94	55
Fire weapons	2.18	1.20	57	2.46	1.58	57	3.63	1.51	56	3.41	1.46	56	2.33	1.14	55
Make coordinated movements	2.56	1.45	57	2.56	1.63	57	3.00	1.46	56	2.86	1.42	56	2.27	1.16	55
Demonstrate physical endurance	2.74	1.26	57	2.44	1.36	57	3.70	1.19	56	3.41	1.19	56	2.75	1.04	55
Work under adverse conditions	2.75	1.34	57	2.79	1.51	57	3.48	1.32	56	3.39	1.36	56	3.44	1.21	55
Control conflicts	0.91	1.33	57	0.79	1.31	57	1.32	1.75	56	1.25	1.61	56	1.33	1.76	55
Use individual weapons	2.35	1.09	57	2.12	1.42	57	3.61	1.17	56	3.43	1.23	56	2.71	0.90	55
Execute field techniques	2.19	1.19	57	2.02	1.36	57	3.50	1.33	56	3.13	1.25	56	2.76	1.05	55
Communicate orally	2.84	1.42	57	3.07	1.50	57	2.88	1.25	56	3.05	1.29	56	2.71	1.20	55
Communicate in writing	1.81	1.41	57	2.19	1.62	57	2.09	1.49	56	2.20	1.51	56	2.24	1.50	55
Lead peers or subordinates	3.02	1.20	57	3.16	1.26	56	3.59	1.14	56	3.46	1.11	56	3.35	1.00	55
Coach & counsel peers/subord	2.54	1.24	57	2.71	1.37	56	3.00	1.35	56	3.05	1.34	56	3.07	1.18	55
Direct/participate in teams	3.25	1.26	57	3.41	1.26	56	3.68	1.19	56	3.54	1.25	56	2.93	1.12	55
Solve logistic/tactic/adm probs	1.33	1.54	57	1.45	1.69	56	1.46	1.54	56	1.45	1.50	56	1.91	1.90	56
Analyze numerical data	1.37	1.69	57	1.50	1.80	56	1.25	1.49	56	1.41	1.60	56	1.63	1.76	56
Analyze/use figural information	1.56	1.40	57	1.71	1.64	56	2.20	1.77	56	2.14	1.67	56	2.11	1.56	55
Administration/records keeping	2.95	1.64	57	3.25	1.46	56	2.36	1.27	56	2.96	1.33	56	3.02	1.22	55
Food preparation	0.30	0.84	57	0.28	0.88	57	0.46	1.09	57	0.39	0.90	57	0.46	1.10	57
Preparation for NBC engagement	2.18	1.17	57	2.58	1.71	55	3.49	1.56	55	3.31	1.54	55	2.70	1.31	54
Providing medical treatment	0.32	0.91	57	0.35	1.09	57	0.47	1.26	57	0.44	1.13	57	0.44	1.07	57
Send and receive messages	1.77	1.35	57	2.09	1.60	57	2.60	1.56	57	2.49	1.51	57	2.21	1.33	56
Operate sensor devices	0.26	0.84	57	0.21	0.77	57	0.32	0.91	57	0.26	0.72	57	0.51	1.28	57
Use explosives	0.95	1.29	57	1.05	1.52	57	1.42	1.69	57	1.40	1.71	57	1.45	1.66	56
Give first aid	2.05	1.26	57	2.64	1.59	56	3.64	1.38	56	3.48	1.45	56	2.87	1.20	55

Table E-18

## Hybrid Questionnaire - Frequency, Importance, and Difficulty Ratings Descriptive Statistics for 76Y

Tasks and Activities	Frequency			Core Technical			General Soldering			Overall Job			Difficulty		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Ins and maint mech equip/systems	2.28	1.67	50	2.32	1.74	50	2.56	1.73	50	2.52	1.71	50	2.10	1.39	50
Ins and maint elect equip/systems	0.82	1.27	50	0.92	1.34	50	1.10	1.58	50	1.06	1.56	50	1.12	1.60	50
Tblsht & repair elect equip/sys	0.38	0.90	50	0.40	0.95	50	0.54	1.28	50	0.56	1.25	50	0.70	1.46	50
Tblsht & repair mech equip/sys	0.66	1.14	50	0.72	1.29	50	1.00	1.64	50	0.92	1.52	50	1.04	1.60	50
Operate electronic equipment	2.12	1.70	50	2.26	1.79	50	1.65	1.48	49	2.16	1.74	50	2.36	1.68	50
Operate keyboard	3.32	1.33	50	3.56	1.40	50	2.22	1.33	49	3.26	1.19	50	2.80	0.97	50
Make drawings or sketches	0.92	1.26	50	1.00	1.44	50	1.48	1.72	50	1.28	1.47	50	1.30	1.43	50
Make spatial judgments	1.46	1.47	50	1.58	1.74	48	2.04	1.84	49	1.92	1.72	49	1.86	1.54	49
Judge movement of objects	0.74	1.14	50	0.81	1.41	48	1.08	1.58	49	0.96	1.41	49	0.96	1.32	49
Pack and load	2.38	1.47	50	2.82	1.58	49	2.12	1.49	49	2.55	1.43	49	2.55	1.35	49
Construct and assemble	0.42	0.84	50	0.45	0.96	49	0.57	1.17	49	0.57	1.14	49	0.78	1.48	49
Use repetitive hand movements	1.72	1.53	50	1.69	1.69	49	1.71	1.53	49	1.82	1.64	49	1.27	1.17	49
Operate hand-held equipment	1.64	1.34	50	1.66	1.45	50	1.98	1.48	50	1.92	1.45	50	1.76	1.30	50
Operate heavy equipment	1.04	1.55	50	1.22	1.68	50	1.24	1.67	50	1.18	1.57	50	1.12	1.52	50
Drive light wheeled vehicles	3.40	1.26	50	3.24	1.38	50	3.12	1.14	50	3.40	1.20	50	2.34	1.04	50
Fire weapons	2.14	1.43	49	2.31	1.67	48	3.45	1.76	49	3.10	1.61	49	2.20	1.21	49
Make coordinated movements	1.52	1.37	50	1.84	1.56	50	2.48	1.69	50	2.28	1.57	50	1.86	1.31	50
Demonstrate physical endurance	2.84	1.35	50	2.68	1.63	50	3.62	1.31	50	3.32	1.20	50	2.40	1.16	50
Work under adverse conditions	1.71	1.27	49	2.28	1.54	47	3.06	1.60	48	2.73	1.50	48	2.69	1.52	48
Control conflicts	0.51	1.12	49	0.75	1.45	48	1.00	1.78	49	0.86	1.51	49	0.84	1.46	49
Use individual weapons	2.63	1.35	49	2.85	1.50	47	4.13	1.08	48	3.65	1.10	48	2.44	0.85	48
Execute field techniques	1.96	1.37	49	2.13	1.66	47	3.17	1.71	48	2.85	1.53	48	2.17	1.21	48
Communicate orally	2.53	1.80	49	2.77	1.97	48	2.77	1.91	47	2.79	1.92	48	2.23	1.52	48
Communicate in writing	2.43	1.72	49	2.77	1.81	48	2.57	1.75	47	2.75	1.77	48	2.54	1.64	48
Lead peers or subordinates	2.32	1.72	50	2.56	1.74	50	2.86	1.74	50	2.78	1.72	50	2.36	1.52	50
Coach & counsel peers/subord	2.06	1.60	50	2.44	1.72	50	2.64	1.86	50	2.46	1.72	50	2.22	1.62	50
Direct/participate in teams	2.44	1.53	50	2.44	1.68	50	2.86	1.74	50	2.80	1.63	50	2.16	1.30	50
Solve logistic/tactic/adm probs	2.38	2.00	50	2.82	2.09	50	2.43	1.89	49	2.68	2.00	50	2.38	1.76	50
Analyze numerical data	1.24	1.73	50	1.40	1.91	50	1.16	1.57	50	1.34	1.81	50	1.40	1.76	50
Analyze/use figural information	1.38	1.52	50	1.56	1.62	50	1.92	1.89	50	1.72	1.64	50	1.70	1.63	50
Administration/records keeping	4.06	1.13	50	4.26	1.07	50	2.98	1.39	50	3.74	1.10	50	2.88	1.08	50
Food preparation	0.20	0.78	50	0.26	0.83	50	0.28	0.90	50	0.26	0.83	50	0.22	0.68	50
Preparation for NBC engagement	1.66	1.30	50	2.10	1.73	49	3.14	1.94	50	2.76	1.77	50	2.42	1.59	50
Providing medical treatment	0.34	0.77	50	0.52	1.27	50	0.72	1.55	50	0.56	1.23	50	0.54	1.16	50
Send and receive messages	1.82	1.48	50	2.24	1.81	50	2.60	1.87	50	2.38	1.72	50	2.12	1.48	50
Operate sensor devices	0.18	0.66	50	0.22	0.79	50	0.24	0.85	50	0.24	0.85	50	0.26	0.92	50
Use explosives	0.76	1.22	50	1.06	1.60	50	1.16	1.66	50	1.18	1.65	50	1.38	1.84	50
Give first aid	1.84	1.48	50	2.22	1.81	49	3.22	2.01	50	2.88	1.86	50	2.38	1.54	50

Table E-19

## Hybrid Questionnaire - Frequency, Importance, and Difficulty Ratings Descriptive Statistics for 88M

Tasks and Activities	Frequency			Core Technical			General Soldering			Overall Job			Difficulty		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Ins and maint mech equip/systems	4.53	0.83	47	4.45	0.83	47	3.49	1.28	47	4.11	0.95	46	2.85	1.01	46
Ins and maint elect equip/systems	1.66	1.82	47	1.94	1.95	47	1.62	1.71	47	1.87	1.83	47	1.70	1.72	47
Tblsht & repair elect equip/sys	0.55	1.14	47	0.68	1.37	47	0.49	1.08	47	0.62	1.24	47	0.87	1.69	47
Tblsht & repair mech equip/sys	1.62	1.66	47	1.68	1.70	47	1.36	1.57	47	1.64	1.69	47	1.85	1.83	47
Operate electronic equipment	0.47	1.00	47	0.43	0.93	47	0.55	1.16	47	0.55	1.14	47	0.49	1.06	47
Operate keyboard	0.40	0.77	47	0.45	0.95	47	0.53	1.16	47	0.62	1.28	47	0.54	1.09	46
Make drawings or sketches	1.51	1.10	47	2.26	1.53	46	2.46	1.62	46	2.54	1.50	46	2.48	1.46	46
Make spatial judgments	2.47	1.46	47	2.93	1.58	46	3.02	1.45	46	3.04	1.46	46	2.85	1.25	46
Judge movement of objects	2.59	1.82	46	2.62	1.95	45	2.36	1.72	45	2.62	1.89	45	2.18	1.56	45
Pack and load	2.77	1.59	47	3.36	1.69	47	2.57	1.53	47	3.17	1.59	47	2.47	1.33	47
Construct and assemble	0.36	0.85	47	0.39	0.91	46	0.46	1.05	46	0.48	1.15	46	0.54	1.26	46
Use repetitive hand movements	1.28	1.56	47	1.32	1.55	47	1.23	1.39	47	1.43	1.58	47	1.17	1.37	47
Operate hand-held equipment	3.28	1.47	47	3.20	1.47	46	2.96	1.37	46	3.41	1.44	46	2.41	1.15	46
Operate heavy equipment	3.91	1.41	47	4.20	1.17	46	3.04	1.53	46	3.91	1.36	46	3.30	1.30	46
Drive light wheeled vehicles	4.45	0.88	47	4.43	0.69	46	3.52	1.30	46	4.20	1.07	46	2.50	1.01	46
Fire weapons	2.26	1.36	47	2.72	1.59	46	3.48	1.64	46	3.22	1.49	46	2.30	1.23	46
Make coordinated movements	2.13	1.76	47	2.30	1.94	46	2.57	1.86	46	2.57	1.88	46	2.13	1.53	46
Demonstrate physical endurance	3.40	1.42	47	3.37	1.34	46	3.80	1.17	46	3.48	1.28	46	2.76	1.25	46
Work under adverse conditions	2.94	1.37	47	3.13	1.45	47	3.40	1.47	47	3.32	1.34	47	3.43	1.38	47
Control conflicts	0.57	0.93	47	0.62	1.05	47	1.02	1.52	47	0.93	1.50	46	1.40	1.99	47
Use individual weapons	2.53	1.43	47	3.24	1.62	46	3.93	1.39	46	3.67	1.40	46	2.76	1.16	46
Execute field techniques	2.77	1.39	47	3.30	1.40	46	3.80	1.34	46	3.52	1.43	46	2.91	1.01	46
Communicate orally	2.11	1.58	47	2.48	1.66	46	2.72	1.71	46	2.57	1.66	46	2.37	1.62	46
Communicate in writing	1.57	1.49	47	1.96	1.59	47	2.04	1.64	47	2.00	1.64	47	2.40	1.91	47
Lead peers or subordinates	2.13	1.61	47	2.45	1.74	47	2.66	1.78	47	2.72	1.75	47	2.41	1.67	46
Coach & counsel peers/subord	1.55	1.69	47	1.72	1.83	47	1.91	1.93	47	1.94	1.95	47	1.77	1.83	47
Direct/participate in teams	2.43	1.58	47	2.51	1.72	47	3.11	1.73	47	2.85	1.79	47	2.28	1.50	47
Solve logistic/tactic/adm probs	0.64	1.19	47	0.74	1.42	47	0.81	1.41	47	0.91	1.63	47	0.85	1.46	47
Analyze numerical data	0.19	0.45	47	0.28	0.74	47	0.30	0.72	47	0.23	0.56	47	0.55	1.28	47
Analyze/use figural information	1.23	1.35	47	1.43	1.52	46	1.70	1.71	46	1.63	1.65	46	1.85	1.76	46
Administration/records keeping	1.94	1.71	47	2.13	1.78	47	2.00	1.69	47	2.17	1.82	47	1.91	1.57	47
Food preparation	0.21	0.75	47	0.19	0.68	47	0.19	0.68	47	0.19	0.68	47	0.23	0.73	47
Preparation for NBC engagement	2.21	1.55	47	2.91	1.77	46	3.30	1.77	46	3.30	1.76	46	2.89	1.58	46
Providing medical treatment	0.34	0.87	47	0.34	0.98	47	0.47	1.18	47	0.57	1.33	47	0.57	1.33	47
Send and receive messages	1.26	1.19	47	1.81	1.68	47	2.00	1.76	47	1.98	1.76	47	2.13	1.86	47
Operate sensor devices	0.04	0.20	47	0.11	0.52	47	0.11	0.52	47	0.09	0.41	47	0.13	0.61	47
Use explosives	1.30	1.59	47	1.81	1.93	47	1.70	1.82	47	1.87	1.95	47	2.02	2.02	47
Give first aid	1.83	1.39	47	2.85	1.80	46	3.37	1.72	46	3.00	1.74	46	2.74	1.50	46

Table E-20

## Hybrid Questionnaire - Frequency, Importance, and Difficulty Ratings Descriptive Statistics for 91A

Tasks and Activities	Frequency			Core Technical			General Soldering			Overall Job			Difficulty		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Ins and maint mech equip/systems	3.45	0.84	58	2.77	1.39	57	3.44	1.15	57	3.44	1.09	57	2.70	0.73	57
Ins and maint elect equip/systems	1.52	1.38	58	1.55	1.41	56	1.63	1.43	56	1.71	1.55	56	2.20	1.71	56
Tblsht & repair elect equip/sys	0.57	1.03	58	0.60	1.12	58	0.66	1.15	58	0.71	1.23	58	1.16	1.80	58
Tblsht & repair mech equip/sys	1.05	1.28	58	1.09	1.37	58	1.24	1.50	58	1.24	1.47	58	1.55	1.71	58
Operate electronic equipment	1.10	1.22	58	1.07	1.29	57	1.11	1.29	57	1.25	1.38	57	1.72	1.71	57
Operate keyboard	1.16	1.20	58	1.04	1.13	56	1.00	1.06	56	1.11	1.12	56	1.64	1.57	56
Make drawings or sketches	1.21	1.25	58	1.22	1.35	58	1.76	1.67	58	1.57	1.48	58	1.69	1.47	58
Make spatial judgments	1.79	1.29	58	1.81	1.43	58	2.43	1.68	58	2.09	1.51	58	2.36	1.40	58
Judge movement of objects	1.12	1.17	58	1.14	1.26	58	1.59	1.56	58	1.40	1.45	58	1.64	1.55	58
Peck and load	2.60	1.23	58	2.57	1.39	58	2.69	1.38	58	2.79	1.33	58	2.28	1.02	58
Construct and assemble	0.97	1.43	58	0.88	1.42	58	1.14	1.57	58	1.09	1.47	58	1.07	1.39	58
Use repetitive hand movements	2.19	1.55	58	2.33	1.63	58	2.00	1.52	58	2.16	1.53	58	1.84	1.25	58
Operate hand-held equipment	2.40	1.39	58	2.02	1.46	58	2.47	1.42	58	2.48	1.34	58	2.17	1.14	58
Operate heavy equipment	1.84	1.65	58	1.43	1.50	58	1.90	1.68	58	1.81	1.56	58	1.86	1.58	58
Drive light wheeled vehicles	3.41	1.16	58	3.05	1.56	58	3.26	1.31	58	3.22	1.20	58	2.40	0.88	58
Fire weapons	1.48	1.66	58	1.26	1.64	58	2.29	2.20	58	1.90	1.92	58	1.48	1.45	58
Make coordinated movements	2.22	1.55	58	2.28	1.58	58	2.67	1.64	58	2.59	1.62	58	1.93	1.27	58
Demonstrate physical endurance	3.55	0.92	58	3.31	1.20	58	3.97	1.03	58	3.86	0.78	58	2.86	1.00	58
Work under adverse conditions	2.89	1.23	57	2.98	1.51	57	3.54	1.35	57	3.32	1.26	57	3.40	1.28	57
Control conflicts	1.11	1.14	57	1.46	1.49	57	1.79	1.72	57	1.53	1.49	57	2.11	1.85	57
Use individual weapons	2.51	1.21	57	2.30	1.66	57	3.88	1.27	57	3.35	1.20	57	2.67	0.97	57
Execute field techniques	2.67	1.31	57	2.40	1.76	57	3.67	1.38	57	3.30	1.34	57	2.54	0.97	56
Communicate orally	3.28	1.29	57	3.33	1.34	57	3.00	1.34	57	3.28	1.33	57	2.70	1.25	57
Communicate in writing	2.51	1.23	57	2.96	1.41	57	2.39	1.24	57	2.67	1.26	57	2.88	1.34	57
Lead peers or subordinates	2.36	1.71	58	2.26	1.73	58	2.97	1.77	58	2.78	1.75	58	2.66	1.60	58
Coach & counsel peers/subord	2.10	1.51	58	2.09	1.63	58	2.60	1.78	58	2.43	1.69	58	2.53	1.61	58
Direct/participate in teams	2.95	1.58	58	2.81	1.69	58	2.95	1.56	58	3.02	1.57	58	2.47	1.35	58
Solve logistic/tactic/adm probs	1.33	1.41	58	1.52	1.56	58	1.59	1.63	58	1.57	1.57	58	2.14	1.96	58
Analyze numerical data	0.98	1.29	58	1.14	1.46	58	0.91	1.19	58	1.14	1.41	58	1.57	1.85	58
Analyze/use figural information	1.31	1.47	58	1.38	1.57	58	1.93	1.79	58	1.74	1.70	58	1.84	1.70	58
Administration/records keeping	2.47	1.55	58	2.74	1.69	57	1.98	1.41	57	2.46	1.49	57	2.26	1.37	57
Food preparation	0.60	1.16	57	0.56	1.12	57	0.63	1.22	57	0.68	1.24	57	0.67	1.15	57
Preparation for NBC engagement	2.47	1.35	58	2.68	1.67	57	3.58	1.55	57	3.28	1.46	57	2.86	1.32	57
Providing medical treatment	3.90	1.44	58	4.19	1.34	57	2.79	1.52	57	3.51	1.53	57	3.37	1.33	57
Send and receive messages	2.19	1.32	58	2.47	1.50	57	2.81	1.39	57	2.65	1.41	57	2.50	1.26	56
Operate sensor devices	0.41	0.85	56	0.43	0.89	56	0.51	1.10	55	0.44	0.92	55	0.84	1.64	55
Use explosives	0.25	0.69	57	0.39	1.11	57	0.46	1.25	57	0.39	1.06	57	0.40	1.13	57
Give first aid	4.26	1.03	57	4.64	0.70	56	3.79	1.11	56	4.25	0.86	56	3.13	0.99	56

Table E-21

## Hybrid Questionnaire - Frequency, Importance, and Difficulty Ratings Descriptive Statistics for 948

Tasks and Activities	Frequency			Core Technical			General Soldering			Overall Job			Difficulty		
	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N
Ins and maint mech equip/systems	2.81	1.07	43	3.43	1.42	42	3.37	1.24	41	3.62	1.25	42	2.88	0.92	42
Ins and maint elect equip/systems	1.05	1.48	43	1.28	1.74	43	1.07	1.57	42	1.17	1.62	42	1.38	1.79	42
Tblshoot & repair elect equip/sys	0.26	0.58	43	0.33	0.81	43	0.35	0.92	43	0.37	0.90	43	0.70	1.58	43
Tblsht & repair mech equip/sys	1.14	1.36	43	1.42	1.75	43	1.45	1.77	42	1.53	1.76	43	1.70	1.85	43
Operate electronic equipment	0.53	1.20	43	0.56	1.24	43	0.53	1.03	43	0.58	1.14	43	0.98	1.75	43
Operate keyboard	1.26	1.35	43	1.49	1.45	43	1.02	1.39	41	1.45	1.45	42	1.62	1.67	42
Make drawings or sketches	0.58	1.10	43	0.60	1.18	43	1.00	1.68	43	0.93	1.53	43	0.88	1.48	43
Make spatial judgments	1.23	1.32	43	1.33	1.60	43	2.16	1.95	43	1.88	1.78	43	1.86	1.67	43
Judge movement of objects	0.91	1.25	43	0.91	1.34	43	1.37	1.73	43	1.30	1.63	43	1.19	1.47	43
Pack and load	2.00	1.38	43	2.53	1.67	43	2.43	1.56	42	2.53	1.53	43	2.26	1.45	43
Construct and assemble	0.47	0.93	43	0.53	1.08	43	0.65	1.31	43	0.65	1.27	43	0.79	1.54	43
Use repetitive hand movements	2.42	1.72	43	2.53	1.72	43	2.26	1.59	43	2.49	1.68	43	1.74	1.31	42
Operate hand-held equipment	2.37	1.60	43	2.65	1.67	43	2.48	1.61	42	2.60	1.53	43	2.16	1.29	42
Operate heavy equipment	0.72	1.16	43	0.77	1.36	43	0.95	1.51	43	0.95	1.43	43	1.07	1.62	43
Drive light wheeled vehicles	2.23	1.36	43	2.51	1.53	43	2.88	1.74	42	2.86	1.63	43	2.14	1.30	42
Fire weapons	1.67	1.38	43	1.77	1.69	43	2.95	2.14	43	2.53	1.91	43	1.86	1.46	43
Make coordinated movements	1.49	1.58	43	1.49	1.64	43	2.33	2.02	42	2.26	1.95	43	1.56	1.50	43
Demonstrate physical endurance	3.07	1.47	43	3.30	1.55	43	3.74	1.50	42	3.63	1.48	43	2.64	1.38	42
Work under adverse conditions	2.84	1.59	43	3.23	1.63	43	3.55	1.63	42	3.51	1.58	43	3.48	1.63	42
Control conflicts	0.79	1.23	43	0.79	1.36	43	1.44	1.92	43	1.37	1.86	43	1.42	1.87	43
Use individual weapons	2.02	1.16	43	2.23	1.57	43	3.83	1.53	42	3.51	1.35	43	2.57	1.17	42
Execute field techniques	2.63	1.23	43	2.98	1.55	43	3.95	1.43	42	3.53	1.33	43	3.12	1.25	42
Communicate orally	1.95	1.56	43	2.35	1.80	43	2.42	1.83	43	2.35	1.80	43	2.31	1.72	42
Communicate in writing	1.33	1.36	43	1.58	1.55	43	1.74	1.60	43	1.65	1.49	43	2.07	1.84	42
Lead peers or subordinates	1.86	1.71	43	2.21	1.83	43	2.42	2.00	43	2.37	1.92	43	2.36	1.87	42
Coach & counsel peers/subord	1.74	1.76	43	2.05	1.88	43	2.30	2.01	43	2.26	1.92	43	2.16	1.94	43
Direct/participate in teams	2.67	1.67	43	3.05	1.86	42	3.26	1.86	42	3.07	1.85	42	2.54	1.61	41
Solve logistic/tactic/adm probs	0.91	1.43	43	1.19	1.78	43	1.09	1.69	43	1.07	1.68	43	1.23	1.78	43
Analyze numerical data	0.53	1.03	43	0.63	1.25	43	0.65	1.31	43	0.56	1.12	43	0.81	1.61	43
Analyze/use figural information	0.91	1.51	43	0.86	1.37	43	1.07	1.67	43	1.07	1.65	43	1.14	1.79	43
Administration/records keeping	1.93	1.67	43	2.47	1.91	43	1.88	1.61	43	2.21	1.74	43	2.57	1.93	42
Food preparation	4.26	1.20	43	4.44	1.03	43	2.62	1.81	42	3.91	1.36	43	2.88	1.09	42
Preparation for NBC engagement	2.07	1.44	42	2.52	1.78	42	3.32	1.85	41	3.19	1.78	42	2.69	1.62	42
Providing medical treatment	0.21	0.67	43	0.19	0.59	43	0.30	0.91	43	0.28	0.80	43	0.35	1.07	43
Send and receive messages	1.05	1.38	43	1.12	1.40	42	1.84	2.06	43	1.37	1.63	43	1.30	1.52	43
Operate sensor devices	0.21	0.67	43	0.23	0.72	43	0.30	0.91	43	0.33	1.02	43	0.42	1.18	43
Use explosives	0.33	0.71	43	0.40	0.93	43	0.60	1.29	43	0.53	1.20	43	0.60	1.31	43
Give first aid	1.98	1.32	43	2.84	1.77	43	3.44	1.78	43	3.16	1.68	43	2.60	1.48	42

APPENDIX F

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RATINGS AND  
RANKINGS, PHASE 1 AND PHASE 2 MOS

**MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RATINGS BY MOS**  
**Core Technical Proficiency (CTP)**

ATTRIBUTE	MOS									
	CTP16 N=89	CTP19 N=53	CTP67 N=58	CTP76 N=49	CTP88 N=52	CTP91 N=58	CTP94 N=42	CTP11 N=84	CTP63 N=49	CTP71 N=51
Verbal Ability	5.000 1.414	5.019 1.323	5.724 1.308	5.388 1.525	4.731 1.416	6.000 1.270	4.381 1.607	4.857 1.561	4.959 1.554	6.059 1.287
Reasoning	4.843 1.566	4.830 1.451	5.793 1.496	4.837 1.559	4.519 1.698	5.707 1.510	4.595 1.578	5.143 1.651	5.388 1.579	5.078 1.481
Number Ability	3.674 1.987	4.075 1.639	4.828 1.677	5.347 1.727	3.981 1.975	5.224 1.817	4.976 2.054	3.631 1.471	3.796 1.658	3.451 1.527
Spatial Ability	4.978 2.028	4.528 1.739	5.690 1.453	3.833 1.730	4.135 1.920	4.138 1.732	3.095 2.046	4.571 1.845	5.224 1.490	2.647 1.787
Mental Information Processing	5.775 1.636	5.736 1.430	5.517 1.592	5.061 1.713	5.173 1.833	6.034 1.376	4.571 2.038	5.833 1.755	4.918 1.694	5.157 1.974
Perceptual Speed & Accuracy	5.584 1.757	5.283 1.610	5.569 1.365	4.796 1.803	4.769 1.767	5.552 1.580	4.119 1.824	5.298 1.543	4.939 1.506	5.353 1.896
Memory	6.101 1.523	6.000 1.373	5.845 1.461	5.204 1.541	5.462 1.461	5.983 1.550	4.952 1.847	5.988 1.564	5.653 1.521	5.627 1.536
Mechanical Comprehension	4.573 1.971	6.113 1.637	7.121 1.258	3.020 1.714	5.923 1.867	4.052 1.627	3.690 1.957	3.905 2.028	6.918 1.351	2.216 1.932
Eye-Limb Coordination	5.652 1.746	5.849 1.460	5.914 1.699	4.042 2.183	6.038 1.771	4.966 1.816	4.857 1.983	5.226 1.996	5.939 1.314	4.647 2.575
Precision	6.528 1.567	5.906 1.548	5.517 1.740	3.513 1.800	4.846 1.903	4.672 1.711	4.190 2.391	5.369 1.649	5.510 1.474	3.706 2.369
Movement Judgment	6.472 1.493	5.377 1.832	4.586 2.026	2.837 2.173	5.750 1.824	3.638 2.284	2.738 2.153	4.690 2.042	4.551 1.849	2.000 1.929
Hand & Finger Dexterity	5.202 1.816	5.340 1.753	6.586 1.338	3.771 2.045	4.922 1.937	5.345 1.850	5.071 1.930	4.488 1.997	5.878 1.235	5.216 2.157
Physical Strength	5.213 1.715	5.113 1.826	4.672 1.761	4.673 1.919	5.808 1.761	4.741 2.057	5.286 1.904	6.143 1.424	5.592 1.526	2.804 2.010
Physical Endurance	5.472 1.847	4.830 1.889	4.431 1.738	4.388 1.977	5.385 1.952	5.259 1.596	5.071 1.673	6.345 1.732	5.286 1.658	2.863 2.272
Balance and Flexibility	4.978 1.871	4.377 2.123	5.224 1.738	3.396 2.029	4.423 1.994	4.190 1.752	4.048 2.197	5.464 1.653	4.776 1.771	2.196 2.020
Involvement in Athletics	3.573 2.369	3.472 2.215	2.983 2.039	2.857 2.475	3.731 2.319	3.121 2.310	2.976 2.170	5.500 2.103	2.918 2.120	2.020 2.140

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RATINGS BY MOS

Core Technical Proficiency (CTP) Continued

ATTRIBUTE	MOS									
	CTP16 N=89	CTP19 N=53	CTP67 N=58	CTP76 N=49	CTP88 N=52	CTP91 N=58	CTP94 N=42	CTP11 N=84	CTP63 N=49	CTP71 N=51
Work Orientation	5.348 1.816	5.925 1.284	6.793 1.335	5.490 1.872	5.442 1.614	5.828 1.808	5.881 1.714	6.167 1.504	6.204 1.443	5.902 1.664
Sociability	3.573 2.033	3.906 2.212	4.138 1.924	3.939 1.994	3.692 1.925	4.690 1.799	4.310 2.054	4.595 2.207	3.673 1.930	3.784 2.138
Cooperation/Stability	4.539 2.122	4.830 1.959	5.276 1.424	5.143 1.646	4.577 1.719	5.569 1.827	5.262 2.025	5.524 1.898	4.367 1.944	5.118 1.862
Energy	4.955 1.846	5.075 1.697	5.741 1.596	5.122 1.911	5.096 1.796	5.431 1.846	5.500 1.811	5.964 1.697	5.184 1.564	4.686 2.232
Conscientiousness	5.056 1.885	5.019 1.896	6.052 1.538	5.224 1.907	5.596 1.445	5.724 1.755	5.167 1.766	5.702 1.981	5.143 1.882	5.627 1.562
Dominance/Confidence	4.727 1.952	5.019 1.759	4.966 1.521	4.939 1.908	5.058 1.662	4.914 1.949	4.714 2.003	5.762 1.814	4.531 1.894	4.980 2.102
Interest in Using Tools & Machines	4.506 2.023	5.750 1.803	7.086 1.081	3.184 2.279	6.173 1.568	3.810 1.924	3.619 2.083	3.864 2.149	6.714 1.486	2.039 2.209
Interest in Rugged Activities	4.865 2.122	5.327 2.027	4.086 1.828	3.061 2.212	4.481 1.925	3.552 2.019	3.024 2.042	5.841 2.076	3.429 1.979	1.451 1.869
Interest in Protective Services	4.112 2.313	3.654 2.018	3.862 2.365	4.061 2.561	3.538 2.182	4.500 2.430	3.452 2.132	4.688 2.281	3.082 2.090	1.627 1.928
Interest in Technical Activities	3.899 2.221	4.231 1.996	5.965 2.017	3.592 2.344	3.673 2.238	4.414 2.232	3.571 2.318	3.321 2.114	5.388 2.187	2.059 1.984
Interest in Science	2.775 2.173	2.769 2.006	4.276 1.899	2.041 2.010	2.308 2.228	5.552 2.104	2.476 2.266	2.778 2.121	3.408 1.957	1.745 1.885
Interest in Leadership	5.112 2.113	4.942 1.914	4.879 1.817	4.531 2.246	4.731 2.030	4.810 2.259	4.595 2.209	5.716 2.215	3.939 1.842	4.098 2.476
Interest in Artistic Activities	1.910 2.098	1.808 1.889	2.121 1.738	1.755 1.832	2.135 1.971	2.983 2.290	3.786 2.763	2.198 2.094	1.653 1.866	1.240 1.768
Interest in Efficiency & Organization	4.281 2.296	4.385 2.097	5.397 2.017	5.918 2.040	4.481 2.053	5.000 2.192	5.476 1.916	4.840 2.374	4.694 1.928	5.059 2.240

\*NOTE: N = total number of participants from each MOS. Due to missing data, some table entries are based on smaller samples.

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RATINGS BY MOS

(General Soldier Proficiency (GSP))

ATTRIBUTE	MOS										
	GSP16 N=89	GSP19 N=53	GSP67 N=58	GSP76 N=49	GSP88 N=52	GSP91 N=58	GSP94 N=42	GSP11 N=84	GSP63 N=49	GSP71 N=51	
Verbal Ability	4.404 1.338	4.585 1.598	4.552 1.273	4.265 1.789	4.673 1.410	4.621 1.588	4.195 1.520	4.679 1.737	4.286 1.429	4.549 1.591	
Reasoning	4.573 1.449	4.566 1.693	4.483 1.173	4.167 1.718	4.442 1.673	4.672 1.538	4.405 1.639	4.917 1.450	4.327 1.281	4.765 1.464	
Number Ability	3.876 1.321	3.604 1.149	3.776 1.579	3.837 1.650	4.250 1.803	3.759 1.730	4.048 1.899	3.893 1.497	3.388 1.397	3.353 1.534	
Spatial Ability	4.101 1.567	3.887 1.552	4.500 1.490	3.500 1.689	3.769 1.906	3.948 1.680	4.024 1.864	4.119 1.745	3.755 1.750	3.471 1.793	
Mental Information Processing	5.067 1.601	5.113 1.502	5.086 1.354	4.449 1.721	5.173 1.907	5.034 1.685	4.878 1.676	5.179 1.778	4.735 1.717	4.882 1.872	
Perceptual Speed & Accuracy	4.719 1.559	4.792 1.276	4.690 1.111	4.061 1.773	4.846 1.673	4.690 1.536	4.357 1.694	4.917 1.554	4.224 1.490	4.804 1.721	
Memory	5.562 1.581	5.509 1.436	5.224 1.545	4.816 1.537	5.692 1.394	5.224 1.511	4.952 1.681	5.595 1.680	5.224 1.545	5.255 1.573	
Mechanical Comprehension	4.341 1.492	4.491 1.739	4.707 1.338	3.646 1.669	4.462 1.831	4.207 1.460	4.195 1.537	3.786 1.701	4.245 1.690	3.000 1.778	
Eye-Limb Coordination	4.820 1.614	4.849 1.433	5.000 1.475	4.542 1.924	5.077 1.781	4.707 1.696	4.881 1.851	4.798 1.829	4.776 1.571	4.608 2.098	
Precision	4.989 1.570	4.717 1.498	5.052 1.395	4.213 1.413	5.096 1.695	4.793 1.641	4.690 1.689	4.738 1.784	4.776 1.585	4.157 2.033	
Movement Judgment	4.955 1.492	4.509 1.527	4.672 1.491	4.326 1.620	5.096 1.881	4.517 2.002	4.238 1.885	4.060 1.884	4.327 1.725	3.922 1.958	
Hand & Finger Dexterity	4.371 1.540	4.717 1.459	4.793 1.295	3.809 1.541	4.824 1.740	4.483 1.740	4.643 1.792	4.274 1.871	4.061 1.405	3.961 1.886	
Physical Strength	5.056 1.562	4.660 1.731	5.224 1.285	5.000 1.568	5.327 1.689	5.379 1.554	5.762 1.527	5.262 1.743	5.490 1.622	4.706 1.879	
Physical Endurance	5.472 1.523	4.849 1.562	5.466 1.392	5.347 1.535	5.500 1.651	5.638 1.447	5.786 1.490	5.655 1.690	5.857 1.581	5.176 1.830	
Balance and Flexibility	4.584 1.499	4.302 1.659	4.810 1.480	4.383 1.636	4.827 1.723	4.655 1.573	4.667 1.663	4.762 1.821	4.857 1.780	4.196 1.970	
Involvement in Athletics	3.933 2.049	3.868 2.010	4.000 1.947	4.396 2.101	4.500 2.005	4.259 2.321	4.488 2.026	5.131 2.017	4.000 2.151	4.373 2.200	

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RATINGS BY MOS

General Soldier Proficiency (GSP) Continued

ATTRIBUTE	MOS									
	GSP16 N=89	GSP19 N=53	GSP67 N=58	GSP76 N=49	GSP88 N=52	GSP91 N=58	GSP94 N=42	GSP11 N=84	GSP63 N=49	GSP71 N=51
Work Orientation	5.596 1.697	5.585 1.292	6.310 1.353	5.313 1.788	5.654 1.595	5.466 1.688	5.881 1.783	5.750 1.620	5.816 1.692	5.941 1.816
Sociability	4.270 1.769	4.302 1.947	4.448 1.635	4.255 1.859	4.519 1.686	4.379 1.872	4.333 1.803	4.643 1.986	4.531 1.959	3.980 2.162
Cooperation/Stability	4.775 1.691	4.623 1.768	5.362 1.608	5.163 1.772	4.962 1.427	5.207 1.683	5.310 1.675	5.190 1.718	5.020 1.702	4.725 1.991
Energy	5.124 1.587	5.208 1.549	5.483 1.392	5.188 1.734	5.462 1.475	5.500 1.730	5.643 1.805	5.464 1.739	5.286 1.671	5.235 2.223
Conscientiousness	5.371 1.786	5.113 1.772	5.828 1.634	5.143 1.990	5.538 1.448	5.552 1.856	5.286 2.040	5.464 1.991	5.878 1.628	5.686 1.827
Dominance/Confidence	5.034 1.771	5.132 1.442	5.328 1.330	5.104 1.949	5.327 1.642	5.310 1.818	5.310 1.801	5.250 1.816	5.592 1.767	5.608 1.756
Interest in Using Tools & Machines	4.483 1.638	4.308 1.566	4.810 1.357	3.771 2.214	4.788 1.564	4.483 1.760	4.500 1.784	3.704 1.887	3.980 2.097	3.039 2.059
Interest in Rugged Activities	5.090 1.838	4.942 1.720	5.483 1.818	4.458 2.000	5.135 1.900	5.362 2.150	5.244 2.267	4.841 1.978	4.959 2.198	4.373 2.315
Interest in Protective Services	4.247 2.096	4.077 1.824	4.914 2.046	4.646 2.099	4.577 2.023	4.362 2.083	4.902 2.200	4.575 2.011	4.245 2.368	4.118 2.543
Interest in Technical Activities	3.955 2.001	3.615 1.817	3.719 1.830	3.583 2.142	3.519 2.072	3.845 1.725	3.810 2.155	3.444 1.994	3.163 1.886	2.412 2.061
Interest in Science	2.739 2.037	2.885 1.957	3.052 1.721	2.319 2.055	2.308 1.799	3.069 1.927	2.512 2.075	2.815 2.019	2.551 2.032	1.816 1.856
Interest in Leadership	5.404 1.801	4.923 1.519	5.914 1.405	5.563 1.934	5.442 1.708	5.672 1.711	5.976 2.089	5.123 2.153	5.367 2.048	5.098 2.360
Interest in Artistic Activities	1.921 2.013	2.038 1.899	2.052 1.701	1.894 1.697	2.365 2.179	2.603 1.955	2.500 2.189	2.444 2.086	1.531 1.672	1.306 1.828
Interest in Efficiency & Organization	4.404 2.146	4.423 1.707	4.621 1.927	4.980 2.323	4.750 2.028	4.638 2.276	5.190 2.051	4.704 2.222	4.449 1.894	3.863 2.218

\*NOTE: N = total number of participants from each MOS. Due to missing data, some table entries are based on smaller samples.

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RATINGS BY MOS

Effort and Leadership (EFL)

ATTRIBUTE	MOS							
	EFL16 N*=89	EFL19 N=53	EFL67 N=58	EFL76 N=49	EFL88 N=52	EFL91 N=58	EFL94 N=42	
Verbal Ability	5.169 1.456	5.453 1.659	5.397 1.664	4.449 1.733	5.135 1.597	5.172 1.666	4.707 1.978	
Reasoning	5.528 1.746	5.453 1.693	5.448 1.635	4.224 1.885	5.500 1.788	5.397 1.578	5.071 1.702	
Number Ability	3.753 1.753	3.623 1.904	4.172 2.001	3.735 1.846	4.269 1.962	4.379 1.765	4.238 1.750	
Spatial Ability	4.034 1.886	3.547 2.081	4.103 1.683	3.125 1.898	3.885 2.130	4.224 1.911	3.878 2.170	
Mental Information Processing	5.517 1.841	5.302 1.957	5.552 1.602	4.265 1.923	5.692 1.777	5.810 1.432	5.317 2.005	
Perceptual Speed & Accuracy	5.045 1.777	4.623 1.983	4.983 1.562	4.143 2.062	5.231 1.722	5.086 1.780	4.902 1.828	
Memory	6.011 1.519	5.585 1.865	5.621 1.620	4.816 1.833	5.750 1.770	5.534 1.581	5.429 1.823	
Mechanical Comprehension	4.080 1.846	4.245 2.201	4.672 1.968	3.333 1.894	4.788 2.136	3.948 1.923	4.098 1.841	
Eye-Limb Coordination	4.326 2.120	3.811 2.158	4.586 1.974	4.021 2.078	4.462 2.091	4.276 1.881	4.333 2.138	
Precision	4.562 2.056	3.906 2.195	4.328 2.081	3.617 2.080	4.365 2.068	4.190 1.933	4.071 2.257	
Movement Judgment	4.494 2.029	3.660 2.075	3.966 1.937	3.065 1.831	4.500 2.183	3.638 1.989	3.833 2.035	
Hand & Finger Dexterity	3.528 2.062	3.547 2.153	4.034 1.973	2.872 1.837	3.647 2.086	3.552 1.837	3.714 2.351	
Physical Strength	4.775 1.887	4.170 2.217	4.569 1.591	4.082 2.090	4.654 2.159	4.828 1.893	5.452 1.928	
Physical Endurance	5.326 1.953	4.925 2.008	5.500 1.625	4.755 2.036	5.404 1.953	5.552 1.646	5.810 1.811	
Balance and Flexibility	4.180 2.070	3.717 2.107	4.138 1.896	3.745 1.905	4.192 2.206	4.034 1.854	4.048 1.999	
Involvement in Athletics	4.169 2.186	4.264 2.330	4.345 1.831	4.583 2.082	4.942 2.081	4.310 2.280	4.756 1.868	

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RATINGS BY MOS

Effort and Leadership (EFL) Continued

ATTRIBUTE	MOS							
	EFL16 N*=89	EFL19 N=53	EFL67 N=58	EFL76 N=49	EFL88 N=52	EFL91 N=58	EFL94 N=42	
Work Orientation	6.157 1.858	6.321 1.384	6.947 1.125	5.521 2.193	6.212 1.576	6.379 1.642	6.405 1.639	
Sociability	5.596 1.905	5.226 1.783	5.649 1.716	5.149 1.945	5.865 1.621	5.517 1.799	5.310 2.300	
Cooperation/Stability	5.944 1.674	5.717 1.714	6.211 1.555	5.469 1.872	6.192 1.657	6.259 1.628	6.119 1.596	
Energy	5.989 1.675	6.019 1.587	6.246 1.455	5.271 2.181	6.077 1.467	6.086 1.614	6.190 1.784	
Conscientiousness	6.236 1.719	5.849 1.645	6.596 1.387	5.571 2.160	6.212 1.684	6.362 1.410	5.690 2.170	
Dominance/Confidence	6.500 1.619	6.340 1.605	6.509 1.403	5.729 2.181	6.308 1.541	6.655 1.573	6.286 1.771	

\*NOTE: N = total number of participants from each MOS. Due to missing data, some table entries are based on smaller samples.

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RATINGS BY MOS

Personal Discipline (DIS)

ATTRIBUTE	MOS							
	DIS16 N=89	DIS10 N=53	DIS67 N=58	DIS76 N=49	DIS88 N=52	DIS91 N=58	DIS94 N=42	
Verbal Ability	3.303 2.075	3.396 1.780	3.948 1.986	3.327 2.105	3.827 1.897	3.500 2.319	4.049 2.037	
Reasoning	4.596 2.098	4.132 2.067	4.500 1.838	3.980 1.909	4.538 1.894	4.379 1.872	4.738 1.654	
Number Ability	2.730 2.010	2.245 1.796	3.017 2.090	2.776 2.013	3.365 1.930	2.655 2.344	3.357 2.105	
Spatial Ability	2.809 1.988	2.340 1.999	3.224 1.901	2.583 1.866	3.058 2.330	2.759 2.029	3.024 1.943	
Mental Information Processing	4.427 2.194	3.811 2.029	4.638 2.006	4.041 1.870	4.462 1.894	4.379 1.954	4.683 2.030	
Perceptual Speed & Accuracy	3.876 2.005	3.132 1.962	4.052 1.811	3.776 2.074	3.962 2.114	3.828 2.129	4.146 1.811	
Memory	4.809 1.982	4.415 1.865	4.741 1.822	4.082 2.029	4.577 1.994	4.724 1.755	4.905 1.620	
Mechanical Comprehension	2.591 1.986	2.755 2.201	3.638 2.230	2.667 2.066	3.481 2.218	2.966 2.152	3.317 1.724	
Eye-Limb Coordination	3.213 2.156	2.792 2.152	3.776 1.974	3.646 2.149	3.500 2.063	3.328 2.171	3.976 2.101	
Precision	3.843 2.306	2.981 2.188	4.259 2.291	3.532 2.115	3.538 2.164	3.414 2.421	3.881 2.287	
Movement Judgment	3.337 2.163	2.660 1.941	3.138 2.251	2.826 2.122	3.481 2.405	2.621 2.159	3.119 2.015	
Hand & Finger Dexterity	2.843 2.005	2.811 2.176	3.586 2.069	2.447 1.851	3.098 2.220	2.931 2.159	3.048 2.060	
Physical Strength	4.315 2.294	3.925 2.286	4.448 1.930	4.020 2.250	4.404 2.436	4.138 2.275	5.119 2.360	
Physical Endurance	4.831 2.252	4.566 2.258	5.069 1.824	4.816 2.205	5.346 1.770	5.017 2.172	5.595 2.198	
Balance and Flexibility	3.716 2.223	3.302 2.034	3.741 2.031	3.936 2.151	3.981 2.461	3.483 2.063	3.857 2.343	
Involvement in Athletics	4.236 2.241	4.208 2.152	3.948 2.267	4.438 2.041	4.750 2.104	4.345 2.252	4.683 2.184	

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RATINGS BY MOS

Personal Discipline (DIS) Continued

ATTRIBUTE	MOS							
	DIS16 N=89	DIS19 N=53	DIS67 N=58	DIS76 N=49	DIS88 N=52	DIS91 N=58	DIS94 N=42	
Work Orientation	5.865 2.040	6.019 1.726	6.614 1.449	5.792 2.010	5.827 1.790	5.862 2.106	6.452 1.797	
Sociability	4.292 2.024	3.943 2.098	4.281 2.177	4.085 2.185	4.615 2.088	4.345 2.173	4.476 2.075	
Cooperation/Stability	5.258 1.945	5.057 1.586	5.754 1.725	5.388 2.050	5.788 1.903	5.345 2.148	5.714 1.852	
Energy	5.303 1.991	5.340 1.764	5.667 1.516	4.833 2.186	5.442 1.776	5.190 2.056	5.762 1.985	
Conscientiousness	6.011 1.837	5.962 1.531	6.474 1.501	5.367 2.307	6.288 1.499	5.948 2.030	5.333 2.292	
Dominance/Confidence	5.489 1.988	5.302 1.877	5.561 1.813	5.271 1.932	5.538 1.686	5.690 1.958	5.714 2.110	

\*NOTE: N = total number of participants from each MOS. Due to missing data, some table entries are based on smaller samples.

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RATINGS BY MOS

Physical Fitness and Military Bearing (FIT)

ATTRIBUTE	MOS							
	FIT16 N*=89	FIT19 N=53	FIT67 N=58	FIT76 N=49	FIT88 N=52	FIT91 N=58	FIT94 N=42	
Verbal Ability	2.135 1.967	2.774 2.301	2.914 1.894	2.673 2.349	3.038 2.095	2.483 2.444	3.512 2.181	
Reasoning	2.528 2.148	3.189 2.122	3.259 1.878	2.653 2.223	2.962 2.086	3.069 2.191	3.667 1.971	
Number Ability	1.899 1.937	1.830 1.614	2.172 1.930	2.082 1.967	2.212 1.954	2.172 2.053	2.905 2.387	
Spatial Ability	1.977 2.000	1.792 1.691	2.259 1.681	1.771 1.871	2.423 2.023	2.017 2.004	2.707 1.978	
Mental Information Processing	3.022 2.417	2.547 1.967	3.345 1.943	2.735 2.352	3.923 2.464	3.293 2.240	3.463 2.270	
Perceptual Speed & Accuracy	2.787 2.124	2.377 1.954	2.862 2.064	2.653 2.359	3.308 2.389	2.914 2.444	3.024 1.823	
Memory	2.831 2.283	3.038 2.038	3.362 2.174	2.939 2.478	3.365 2.521	3.069 2.093	3.381 2.152	
Mechanical Comprehension	1.818 1.968	1.906 1.832	2.690 2.170	2.333 2.177	2.519 2.380	2.207 2.109	2.625 2.096	
Eye-Limb Coordination	4.618 2.377	4.189 2.184	5.172 1.930	4.167 2.417	5.212 2.226	5.000 2.119	5.119 2.401	
Precision	3.888 2.197	3.038 2.275	4.034 2.232	3.489 2.413	3.635 2.482	3.759 2.515	4.286 2.223	
Movement Judgment	3.079 2.356	2.792 2.348	3.017 1.996	3.087 2.632	3.654 2.496	3.017 2.244	3.357 2.315	
Hand & Finger Dexterity	3.225 2.359	3.377 2.498	3.414 1.965	2.851 2.519	3.294 2.610	3.741 2.099	3.833 2.575	
Physical Strength	6.404 1.663	6.151 1.725	6.086 1.699	5.735 1.923	6.500 1.566	6.138 1.781	6.929 1.421	
Physical Endurance	6.640 1.680	6.245 1.686	6.328 1.658	6.102 1.982	6.635 1.344	6.586 1.285	6.902 1.393	
Balance and Flexibility	5.443 2.056	4.906 2.096	5.086 1.780	5.128 2.299	5.481 1.852	5.276 2.238	5.262 2.264	
Involvement in Athletics	5.708 2.154	5.981 1.799	5.724 2.231	5.667 1.894	6.115 1.756	5.776 2.287	6.350 1.902	

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RATINGS BY MOS

Physical Fitness and Military Bearing (FIT) Continued

ATTRIBUTE	MOS							
	FIT16 N*=89	FIT19 N=53	FIT67 N=58	FIT76 N=49	FIT88 N=52	FIT91 N=58	FIT94 N=42	
Work Orientation	4.584 2.462	5.132 2.029	5.316 1.965	4.354 2.670	5.269 2.268	4.655 2.599	6.048 1.899	
Sociability	2.708 2.262	3.057 2.634	2.842 2.226	2.766 2.277	3.269 2.285	2.897 2.108	3.381 2.337	
Cooperation/Stability	3.101 2.412	3.642 2.403	3.544 2.053	3.388 2.448	3.558 2.372	3.621 2.477	3.881 2.287	
Energy	5.157 2.256	5.566 1.855	5.351 2.100	5.542 2.052	5.385 1.859	5.224 2.086	6.119 1.877	
Conscientiousness	4.236 2.426	4.377 2.114	4.684 2.221	3.939 2.419	4.635 2.417	4.448 2.436	4.488 2.303	
Dominance/Confidence	4.307 2.385	4.925 1.859	4.719 2.234	3.771 2.603	4.596 2.089	5.017 2.065	5.095 2.304	

\*NOTE: N = total number of participants from each MOS. Due to missing data, some table entries are based on smaller samples.

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RANKINGS (RK) BY MOS

MOS

ATTRIBUTE	MOS									
	RK16S N*=89	RK19K N=53	RK67N N=56	RK76Y N=49	RK88M N=50	RK91A N=58	RK94B N=43	RK11B N=82	RK63B N=48	RK71L N=52
Verbal Ability	10.854 7.372	10.865 7.929	9.393 5.999	6.286 5.276	10.940 7.232	6.724 5.150	9.381 6.328	12.259 7.377	14.271 7.916	2.904 2.584
Reasoning	9.674 6.758	9.528 7.103	5.911 4.370	7.041 5.690	10.640 6.648	4.655 4.951	8.952 6.081	8.247 6.459	9.042 7.035	6.385 4.521
Number Ability	18.393 6.572	19.096 6.527	14.071 5.843	8.837 6.625	18.300 6.205	13.741 7.151	11.500 6.248	20.741 6.097	18.208 6.652	15.327 6.048
Spatial Ability	14.046 7.690	15.615 7.434	14.000 6.865	18.510 6.381	17.380 7.827	16.621 7.471	17.310 7.138	17.259 7.094	17.583 7.336	17.135 5.977
Mental Information Processing	7.989 6.760	8.245 6.739	8.643 5.265	6.612 5.082	10.520 7.195	5.603 6.029	10.143 6.976	9.683 6.773	11.479 6.591	6.692 4.680
Perceptual Speed & Accuracy	11.753 7.723	9.635 6.435	14.732 5.754	12.265 7.239	12.920 7.179	13.552 7.361	12.333 7.941	12.305 6.450	12.875 7.037	11.346 6.956
Memory	9.326 6.667	10.212 5.535	10.018 5.375	6.776 3.362	9.520 5.761	7.776 5.997	10.167 5.665	9.329 6.377	10.792 7.158	7.731 4.508
Mechanical Comprehension	15.910 6.138	7.885 6.422	3.768 4.553	18.367 5.314	9.980 7.485	19.569 6.803	19.548 6.013	19.938 6.550	3.208 4.252	22.654 6.299
Eye-Limb Coordination	9.831 7.653	8.904 5.958	12.107 6.011	17.347 6.132	7.571 7.083	12.931 5.081	13.524 7.262	13.061 6.763	10.458 5.903	14.173 7.618
Precision	10.202 7.552	11.692 6.403	9.429 5.774	15.796 6.158	13.600 6.325	12.431 6.153	11.762 5.822	15.049 6.484	10.833 5.766	14.346 6.312
Movement Judgment	10.112 7.262	13.250 6.981	17.804 6.443	18.469 5.213	10.120 6.539	18.431 6.421	16.643 7.411	14.438 6.410	15.792 6.725	20.481 6.548
Hand & Finger Dexterity	14.360 7.938	13.019 6.975	9.982 5.129	18.122 6.088	14.633 7.291	13.103 6.186	12.905 7.615	16.925 7.413	9.625 6.440	10.923 6.532
Physical Strength	11.258 6.810	10.792 6.857	17.893 6.654	14.367 7.308	9.580 6.338	13.414 7.825	12.698 6.721	7.728 7.914	11.354 6.994	18.481 7.650
Physical Endurance	9.831 6.213	10.660 6.501	17.804 6.392	14.265 7.047	9.300 6.162	12.793 6.662	11.190 7.065	5.642 7.110	12.688 7.179	16.808 6.917
Balance and Flexibility	13.943 7.678	17.135 6.782	17.268 5.754	19.510 6.539	15.880 6.336	18.276 6.075	16.929 7.216	13.086 6.634	15.750 7.359	21.423 5.988
Involvement in Athletics	20.820 6.962	20.792 7.394	27.018 3.072	24.375 6.397	22.360 5.982	23.667 5.801	24.071 6.233	18.049 7.836	25.596 5.915	22.865 5.026

MEANS AND STANDARD DEVIATIONS FOR ATTRIBUTE VALIDITY RANKINGS (RK) BY MOS CONTINUED

ATTRIBUTE	MOS									
	RK16S N=89	RK19K N=53	RK67N N=56	RK76Y N=49	RK88M N=50	RK91A N=58	RK94B N=43	RK11B N=82	RK63B N=48	RK71L N=52
Work Orientation	11.573 6.787	11.058 6.073	10.804 6.992	7.224 5.621	12.360 7.510	10.362 6.368	6.093 5.588	11.259 7.460	11.646 6.466	7.250 5.209
Sociability	19.461 7.608	19.736 6.934	19.571 7.042	17.857 7.616	20.160 6.126	17.517 7.335	15.395 7.538	17.432 8.384	22.750 6.128	12.923 7.946
Cooperation/Stability	14.270 6.780	14.925 6.919	15.582 6.781	11.633 6.852	14.020 6.953	12.517 6.208	10.857 7.475	12.802 7.135	17.854 6.405	9.843 5.566
Energy	15.629 6.108	14.096 5.849	16.732 5.795	15.082 6.538	14.460 7.172	13.741 5.781	12.442 6.815	11.136 6.546	16.583 6.807	14.000 5.107
Conscientiousness	15.307 7.114	17.404 7.724	12.982 8.363	12.714 7.619	14.860 8.337	11.138 7.342	13.119 7.222	14.138 8.287	15.125 7.073	9.346 6.045
Dominance/Confidence	14.602 6.615	19.096 6.590	19.196 6.303	15.143 6.503	14.060 8.394	15.246 6.122	16.262 7.661	12.506 7.499	19.063 7.462	14.327 5.663
Interest in Using Tools & Machines	20.921 6.348	14.173 8.373	7.125 7.405	22.694 6.148	13.940 8.397	24.552 5.611	20.976 6.866	24.272 5.716	6.979 6.499	23.712 6.037
Interest in Rugged Activities	19.393 7.106	16.615 8.729	24.893 4.434	24.082 4.778	22.020 7.136	23.983 6.960	26.143 4.094	15.704 8.437	24.229 5.883	25.385 6.241
Interest in Protective Services	24.135 6.061	24.731 5.862	24.911 5.388	19.755 8.432	23.820 6.124	20.776 8.026	24.929 5.443	23.296 7.521	25.125 6.034	25.627 3.768
Interest in Technical Activities	21.539 6.505	20.906 7.241	12.393 8.673	19.041 7.112	20.820 7.182	20.448 8.295	22.429 7.356	24.901 5.359	11.396 8.805	24.692 5.290
Interest in Science	27.169 4.463	27.750 2.400	25.286 4.670	26.347 4.106	27.960 2.338	16.224 9.759	24.167 6.807	28.293 3.320	26.083 5.874	27.096 5.058
Interest in Leadership	14.303 7.075	16.755 8.255	18.857 5.577	12.898 6.533	15.510 7.979	17.086 7.662	14.279 7.065	12.827 8.076	18.500 8.210	14.423 7.299
Interest in Artistic Activities	28.528 4.112	28.769 3.433	28.804 2.260	27.333 4.887	28.460 3.564	28.276 3.548	23.643 8.234	29.549 3.308	29.833 2.778	27.923 4.978
Interest in Efficiency & Organization	18.753 7.630	20.423 7.177	17.589 7.175	5.980 5.395	17.540 7.141	18.034 7.182	14.119 9.724	21.049 7.340	19.625 7.645	11.346 7.569

\*NOTE: N = total number of participants from each MOS. Due to missing data, some table entries are based on smaller samples.

APPENDIX G

VARIANCE COMPONENTS AND GENERALIZABILITY COEFFICIENTS

Table G-1

Frequency Ratings by MOS

Task Questionnaire

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.744	57.12%	1.505	53.67%	1.302	57.76%	1.307	52.66%	1.212	51.38%	1.190	49.50%	0.896	43.54%
Rank	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.094	3.79%	0.000	0.00%	0.062	2.58%	0.010	0.49%
TskxRnk	0.000	0.00%	0.012	0.43%	0.000	0.00%	0.089	3.59%	0.035	1.48%	0.000	0.00%	0.000	0.00%
Command	0.000	0.00%	0.039	1.39%	0.000	0.00%	0.070	2.82%	0.000	0.00%	0.043	1.79%	0.000	0.00%
TskxCmd	0.041	1.34%	0.116	4.14%	0.000	0.00%	0.000	0.00%	0.013	0.55%	0.026	1.08%	0.000	0.00%
RnkxCmd	0.106	3.47%	0.012	0.43%	0.172	7.63%	0.010	0.40%	0.169	7.16%	0.023	0.96%	0.005	0.24%
TkxRkxCd	0.000	0.00%	0.000	0.00%	0.189	8.39%	0.016	0.64%	0.000	0.00%	0.191	7.95%	0.000	0.00%
Rtr(R/C)	0.036	1.18%	0.155	5.53%	0.000	0.00%	0.038	1.53%	0.035	1.48%	0.047	1.96%	0.216	10.50%
TxR(R/C)	1.126	36.88%	0.965	34.42%	0.591	26.22%	0.858	34.57%	0.895	37.94%	0.822	34.17%	0.931	45.24%
Total	3.053	100.00%	2.804	100.00%	2.254	100.00%	2.482	100.00%	2.359	100.00%	2.404	100.00%	2.058	100.00%

Reliability

Overall	0.571	0.537	0.578	0.527	0.514	0.495	0.435
W/IN Rnk	0.592	0.541	0.688	0.575	0.562	0.559	0.439
W/IN Cmd	0.600	0.571	0.688	0.548	0.557	0.561	0.436
W/IN R/C	0.600	0.573	0.688	0.593	0.566	0.578	0.439

Activity Questionnaire

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.338	48.57%	0.941	38.17%	0.858	36.37%	0.665	25.04%	1.333	44.72%	0.686	29.18%	0.685	28.67%
Rank	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.022	0.94%	0.003	0.13%
ActxRnk	0.000	0.00%	0.000	0.00%	0.055	2.33%	0.063	2.37%	0.000	0.00%	0.000	0.00%	0.036	1.51%
Command	0.000	0.00%	0.179	7.26%	0.000	0.00%	0.007	0.26%	0.077	2.58%	0.050	2.13%	0.131	5.48%
ActxCmd	0.000	0.00%	0.000	0.00%	0.080	3.39%	0.006	0.23%	0.010	0.34%	0.010	0.43%	0.132	5.53%
RnkxCmd	0.128	4.65%	0.117	4.75%	0.163	6.91%	0.101	3.80%	0.067	2.25%	0.000	0.00%	0.000	0.00%
ActxRkxCd	0.107	3.88%	0.045	1.83%	0.000	0.00%	0.000	0.00%	0.111	3.72%	0.091	3.87%	0.028	1.17%
Rtr(R/C)	0.063	2.29%	0.323	13.10%	0.210	8.90%	0.457	17.21%	0.063	2.11%	0.264	11.23%	0.120	5.02%
ActxR(R/C)	1.119	40.62%	0.860	34.89%	0.993	42.09%	1.357	51.09%	1.320	44.28%	1.228	52.23%	1.254	52.49%
Total	2.755	100.00%	2.465	100.00%	2.359	100.00%	2.656	100.00%	2.981	100.00%	2.351	100.00%	2.389	100.00%

Reliability

Overall	0.486	0.382	0.364	0.250	0.447	0.292	0.287
W/IN Rnk	0.531	0.409	0.401	0.267	0.476	0.307	0.295
W/IN Cmd	0.531	0.443	0.405	0.262	0.491	0.312	0.327
W/IN R/C	0.531	0.443	0.416	0.268	0.491	0.315	0.333

Hybrid Questionnaire

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.266	47.33%	1.105	41.62%	0.942	39.35%	0.855	38.92%	1.342	46.68%	0.997	41.51%	0.846	33.45%
Rank	0.005	0.19%	0.007	0.26%	0.000	0.00%	0.000	0.00%	0.159	5.53%	0.124	5.16%	0.032	1.27%
T/AxRnk	0.000	0.00%	0.000	0.00%	0.019	0.79%	0.057	2.59%	0.000	0.00%	0.000	0.00%	0.000	0.00%
Command	0.000	0.00%	0.031	1.17%	0.000	0.00%	0.000	0.00%	0.032	1.11%	0.054	2.25%	0.000	0.00%
T/AxCmd	0.088	3.29%	0.023	0.87%	0.000	0.00%	0.000	0.00%	0.035	1.22%	0.000	0.00%	0.030	1.19%
RnkxCmd	0.170	6.36%	0.000	0.00%	0.181	7.56%	0.543	24.72%	0.019	0.66%	0.000	0.00%	0.047	1.86%
TxAxRkxCd	0.013	0.49%	0.037	1.39%	0.000	0.00%	0.057	2.59%	0.043	1.50%	0.134	5.58%	0.000	0.00%
Rtr(R/C)	0.016	0.60%	0.371	13.97%	0.218	9.11%	0.000	0.00%	0.000	0.00%	0.075	3.12%	0.287	11.35%
TxAxR(R/C)	1.117	41.76%	1.081	40.72%	1.034	43.19%	0.685	31.18%	1.245	43.30%	1.018	42.38%	1.287	50.89%
Total	2.675	100.00%	2.655	100.00%	2.394	100.00%	2.197	100.00%	2.875	100.00%	2.402	100.00%	2.529	100.00%

Reliability

Overall	0.473	0.416	0.393	0.389	0.467	0.415	0.335
W/IN Rnk	0.509	0.423	0.429	0.555	0.506	0.465	0.345
W/IN Cmd	0.527	0.431	0.426	0.535	0.489	0.450	0.345
W/IN R/C	0.528	0.432	0.429	0.555	0.519	0.477	0.350

Table G-2

## Task Questionnaire - Importance Ratings by MOS

## Core Technical Importance

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.910	46.24%	1.889	55.14%	1.534	53.64%	1.343	72.71%	1.301	49.60%	1.168	42.61%	1.120	43.06%
Rank	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.099	5.36%	0.000	0.00%	0.001	0.04%	0.000	0.00%
TskxRnk	0.034	0.82%	0.000	0.00%	0.000	0.00%	0.094	5.09%	0.009	0.34%	0.000	0.00%	0.025	0.96%
Command	0.000	0.00%	0.003	0.09%	0.000	0.00%	0.058	3.14%	0.000	0.00%	0.024	0.88%	0.000	0.00%
TskxCmd	0.029	0.70%	0.108	3.15%	0.000	0.00%	0.000	0.00%	0.039	1.49%	0.001	0.04%	0.019	0.73%
RnkxCmd	0.091	2.20%	0.041	1.20%	0.231	8.08%	0.000	0.00%	0.165	6.29%	0.022	0.80%	0.049	1.88%
TkxRkxCd	0.000	0.00%	0.043	1.26%	0.249	8.71%	0.000	0.00%	0.000	0.00%	0.106	3.87%	0.000	0.00%
Rtr(R/C)	0.830	20.09%	0.139	4.06%	0.000	0.00%	0.114	6.17%	0.026	0.99%	0.230	8.39%	0.149	5.73%
TxR(R/C)	1.237	29.94%	1.203	35.11%	0.846	29.58%	0.139	7.53%	1.083	41.29%	1.189	43.38%	1.239	47.64%
Total	4.131	100.00%	3.426	100.00%	2.860	100.00%	1.847	100.00%	2.623	100.00%	2.741	100.00%	2.601	100.00%

## Reliability

Overall	0.462	0.551	0.536	0.727	0.496	0.426	0.431
W/IN Rnk	0.477	0.565	0.645	0.812	0.531	0.447	0.443
W/IN Cmd	0.476	0.585	0.645	0.751	0.538	0.451	0.442
W/IN R/C	0.480	0.585	0.645	0.841	0.540	0.451	0.447

## General Soldering Importance

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.919	56.72%	1.470	53.22%	1.545	54.59%	1.190	43.53%	1.329	45.62%	1.428	47.28%	1.285	41.99%
Rank	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.099	3.62%	0.000	0.00%	0.021	0.70%	0.034	1.11%
TskxRnk	0.018	0.53%	0.024	0.87%	0.000	0.00%	0.134	4.90%	0.007	0.24%	0.000	0.00%	0.026	0.85%
Command	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.072	2.63%	0.000	0.00%	0.041	1.36%	0.006	0.20%
TskxCmd	0.000	0.00%	0.132	4.78%	0.000	0.00%	0.014	0.51%	0.333	1.13%	0.000	0.00%	0.051	1.67%
RnkxCmd	0.146	4.32%	0.153	5.54%	0.310	10.95%	0.000	0.00%	0.089	3.06%	0.062	2.05%	0.000	0.00%
TkxRkxCd	0.000	0.00%	0.000	0.00%	0.418	14.77%	0.000	0.00%	0.000	0.00%	0.268	8.87%	0.000	0.00%
Rtr(R/C)	0.073	2.16%	0.013	0.47%	0.000	0.00%	0.073	2.67%	0.151	5.18%	0.093	3.08%	0.212	6.93%
TxR(R/C)	1.227	36.27%	0.970	35.12%	0.557	19.68%	1.152	42.14%	1.304	44.76%	1.107	36.66%	1.446	47.25%
Total	3.383	100.00%	2.762	100.00%	2.830	100.00%	2.734	100.00%	2.913	100.00%	3.020	100.00%	3.060	100.00%

## Reliability

Overall	0.567	0.532	0.546	0.435	0.456	0.473	0.420
W/IN Rnk	0.596	0.569	0.735	0.476	0.472	0.535	0.428
W/IN Cmd	0.593	0.593	0.735	0.449	0.476	0.539	0.428
W/IN R/C	0.596	0.599	0.735	0.493	0.477	0.543	0.437

## Overall Job Importance

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.945	56.34%	1.694	55.18%	1.670	56.23%	1.284	47.36%	1.409	47.59%	1.404	48.31%	1.413	44.05%
Rank	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.110	4.06%	0.000	0.00%	0.025	0.86%	0.035	1.09%
TskxRnk	0.014	0.41%	0.027	0.88%	0.000	0.00%	0.143	5.27%	0.000	0.00%	0.000	0.00%	0.019	0.59%
Command	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.059	2.18%	0.000	0.00%	0.049	1.69%	0.005	0.16%
TskxCmd	0.000	0.00%	0.153	4.98%	0.000	0.00%	0.012	0.44%	0.025	0.84%	0.000	0.00%	0.082	2.56%
RnkxCmd	0.165	4.78%	0.047	2.83%	0.364	12.26%	0.000	0.00%	0.132	4.46%	0.051	1.75%	0.000	0.00%
TkxRkxCd	0.000	0.00%	0.000	0.00%	0.459	15.45%	0.000	0.00%	0.000	0.00%	0.258	8.88%	0.000	0.00%
Rtr(R/C)	0.071	2.06%	0.035	1.14%	0.000	0.00%	0.027	1.00%	0.127	4.29%	0.060	2.06%	0.187	5.83%
TxR(R/C)	1.257	36.41%	1.074	34.98%	0.477	16.06%	1.076	39.69%	1.268	42.82%	1.059	36.44%	1.467	45.73%
Total	3.452	100.00%	3.070	100.00%	2.970	100.00%	2.711	100.00%	2.961	100.00%	2.506	100.00%	3.208	100.00%

## Reliability

Overall	0.563	0.552	0.562	0.474	0.476	0.483	0.440
W/IN Rnk	0.594	0.573	0.778	0.522	0.498	0.546	0.448
W/IN Cmd	0.592	0.599	0.778	0.486	0.502	0.551	0.453
W/IN R/C	0.594	0.604	0.778	0.538	0.502	0.556	0.461

Table G-3

## Activity Questionnaire - Importance Ratings by MOS

## Core Technical Importance

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.389	43.71%	1.023	36.88%	1.069	37.50%	0.711	23.74%	1.284	39.03%	0.747	25.87%	0.707	26.82%
Rank	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.028	0.93%	0.009	0.27%	0.009	0.31%	0.013	0.49%
ActxRnk	0.030	0.94%	0.000	0.00%	0.062	2.17%	0.076	2.54%	0.000	0.00%	0.042	1.45%	0.022	0.83%
Command	0.000	0.00%	0.083	2.99%	0.000	0.00%	0.000	0.00%	0.074	2.25%	0.060	2.08%	0.274	10.39%
ActxCmd	0.000	0.00%	0.000	0.00%	0.090	3.16%	0.000	0.00%	0.055	1.67%	0.055	1.91%	0.222	8.42%
RnkxCmd	0.179	5.63%	0.239	8.62%	0.246	8.63%	0.165	5.51%	0.028	0.85%	0.000	0.00%	0.000	0.00%
AtxRkxCd	0.014	0.44%	0.059	2.13%	0.000	0.00%	0.000	0.00%	0.040	1.22%	0.000	0.00%	0.067	2.54%
Rtr(R/C)	0.172	5.41%	0.266	9.59%	0.190	6.66%	0.488	16.29%	0.191	5.81%	0.443	15.34%	0.000	0.00%
AxR(R/C)	1.394	43.86%	1.104	39.80%	1.194	41.88%	1.527	50.98%	1.609	48.91%	1.531	53.03%	1.331	50.49%
Total	3.178	100.00%	2.774	100.00%	2.851	100.00%	2.995	100.00%	3.290	100.00%	2.887	100.00%	2.636	100.00%

## Reliability

Overall	0.437	0.369	0.375	0.237	0.390	0.259	0.268
W/IN Rnk	0.470	0.413	0.420	0.261	0.400	0.263	0.279
W/IN Cmd	0.465	0.427	0.425	0.251	0.415	0.269	0.341
W/IN R/C	0.470	0.427	0.436	0.261	0.416	0.275	0.347

## General Soldiering Importance

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.171	45.09%	0.672	33.73%	0.813	32.17%	0.614	20.41%	0.943	31.25%	0.744	27.11%	0.777	26.93%
Rank	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.052	1.73%	0.005	0.17%	0.000	0.00%	0.000	0.00%
ActxRnk	0.000	0.00%	0.003	0.15%	0.014	0.55%	0.068	2.26%	0.104	3.45%	0.000	0.00%	0.009	0.31%
Command	0.000	0.00%	0.006	0.30%	0.000	0.00%	0.000	0.00%	0.136	4.51%	0.106	3.86%	0.040	1.39%
ActxCmd	0.000	0.00%	0.019	0.95%	0.022	0.87%	0.000	0.00%	0.145	4.80%	0.040	1.46%	0.220	7.63%
RnkxCmd	0.334	12.86%	0.483	24.25%	0.284	11.24%	0.185	6.15%	0.000	0.00%	0.009	0.33%	0.134	4.64%
AtxRkxCd	0.046	1.77%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.082	2.99%	0.039	1.35%
Rtr(R/C)	0.000	0.00%	0.046	2.31%	0.295	11.67%	0.620	20.61%	0.133	4.41%	0.371	13.52%	0.150	5.20%
AxR(R/C)	1.046	40.28%	0.763	38.30%	1.099	43.49%	1.469	48.84%	1.552	51.42%	1.392	50.73%	1.516	52.55%
Total	2.597	100.00%	1.992	100.00%	2.527	100.00%	3.008	100.00%	3.018	100.00%	2.744	100.00%	2.885	100.00%

## Reliability

Overall	0.451	0.337	0.322	0.204	0.312	0.271	0.269
W/IN Rnk	0.528	0.446	0.365	0.227	0.324	0.280	0.287
W/IN Cmd	0.528	0.453	0.366	0.217	0.345	0.297	0.317
W/IN R/C	0.528	0.454	0.368	0.227	0.359	0.297	0.318

## Overall Job Importance

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.337	47.03%	0.840	34.68%	0.836	34.14%	0.620	21.64%	1.220	35.95%	0.729	27.10%	0.739	25.37%
Rank	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.023	0.80%	0.023	0.68%	0.000	0.00%	0.000	0.00%
ActxRnk	0.000	0.00%	0.000	0.00%	0.022	0.90%	0.083	2.90%	0.000	0.00%	0.000	0.00%	0.022	0.76%
Command	0.000	0.00%	0.053	2.19%	0.000	0.00%	0.000	0.00%	0.106	3.12%	0.060	2.23%	0.078	2.68%
ActxCmd	0.000	0.00%	0.000	0.00%	0.043	1.76%	0.000	0.00%	0.060	1.77%	0.049	1.82%	0.239	8.20%
RnkxCmd	0.370	13.01%	0.229	9.45%	0.369	15.07%	0.112	3.91%	0.002	0.05%	0.004	0.15%	0.091	3.12%
AtxRkxCd	0.032	1.13%	0.048	1.98%	0.000	0.00%	0.000	0.00%	0.016	0.47%	0.044	1.64%	0.000	0.01%
Rtr(R/C)	0.000	0.00%	0.198	8.18%	0.197	8.04%	0.500	17.45%	0.260	7.66%	0.356	13.23%	0.094	3.23%
AxR(R/C)	1.104	38.83%	1.054	43.52%	0.982	40.10%	1.527	53.30%	1.707	50.29%	1.448	53.83%	1.650	56.64%
Total	2.843	100.00%	2.422	100.00%	2.449	100.00%	2.865	100.00%	3.394	100.00%	2.690	100.00%	2.913	100.00%

## Reliability

Overall	0.470	0.347	0.341	0.216	0.359	0.271	0.254
W/IN Rnk	0.548	0.392	0.406	0.234	0.364	0.276	0.264
W/IN Cmd	0.548	0.402	0.410	0.225	0.380	0.288	0.295
W/IN R/C	0.548	0.402	0.415	0.234	0.383	0.288	0.298

Table G-4

## Hybrid Questionnaire - Importance Ratings by MOS

## Core Technical Importance

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.280	41.17%	1.316	42.59%	1.077	37.57%	0.917	34.49%	1.503	44.36%	0.968	33.94%	1.076	33.22%
Rank	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.191	5.64%	0.027	0.95%	0.040	1.23%
T/AxRnk	0.079	2.54%	0.000	0.00%	0.105	3.66%	0.064	2.41%	0.000	0.00%	0.000	0.00%	0.064	1.98%
Command	0.000	0.00%	0.005	0.16%	0.000	0.00%	0.000	0.00%	0.032	0.94%	0.034	1.19%	0.000	0.00%
T/AxCmd	0.066	2.12%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.050	1.48%	0.025	0.88%	0.007	0.22%
RnkxCmd	0.099	3.18%	0.022	0.71%	0.123	4.29%	0.629	23.66%	0.016	0.47%	0.005	0.18%	0.005	0.15%
TAxRkxCd	0.000	0.00%	0.039	1.26%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.102	3.58%	0.000	0.00%
Rtr(R/C)	0.113	3.63%	0.372	12.04%	0.263	9.17%	0.087	3.27%	0.122	3.60%	0.220	7.71%	0.347	10.71%
TAxR(RC)	1.472	47.35%	1.336	43.24%	1.299	45.31%	0.962	36.18%	1.474	43.51%	1.471	51.58%	1.700	52.49%
Total	3.109	100.00%	3.090	100.00%	2.867	100.00%	2.659	100.00%	3.388	100.00%	2.852	100.00%	3.239	100.00%
-----														
Reliability														
Overall	0.412		0.426		0.376		0.345		0.444		0.339		0.332	
W/IN Rnk	0.437		0.434		0.408		0.466		0.472		0.356		0.344	
W/IN Cmd	0.435		0.435		0.392		0.452		0.457		0.360		0.333	
W/IN R/C	0.447		0.435		0.408		0.466		0.485		0.364		0.345	

## General Soldering Importance

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.269	44.71%	1.018	40.56%	0.977	36.51%	1.019	36.12%	1.369	41.57%	0.976	33.98%	1.146	32.10%
Rank	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.165	5.01%	0.063	2.19%	0.032	0.90%
T/AxRnk	0.034	1.20%	0.063	2.51%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%
Command	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.015	0.46%	0.062	2.16%	0.000	0.00%
T/AxCmd	0.055	1.94%	0.060	2.39%	0.000	0.00%	0.000	0.00%	0.052	1.58%	0.022	0.77%	0.038	1.06%
RnkxCmd	0.159	5.60%	0.029	1.16%	0.164	6.13%	0.856	30.34%	0.014	0.43%	0.000	0.00%	0.156	4.37%
TAxRkxCd	0.037	1.30%	0.000	0.00%	0.017	0.64%	0.054	1.91%	0.037	1.12%	0.106	3.69%	0.026	0.73%
Rtr(R/C)	0.002	0.07%	0.245	9.76%	0.219	8.18%	0.000	0.00%	0.106	3.22%	0.186	6.48%	0.364	10.20%
TAxR(RC)	1.282	45.17%	1.095	43.63%	1.299	48.54%	0.892	31.62%	1.535	46.61%	1.457	50.73%	1.808	50.64%
Total	2.838	100.00%	2.510	100.00%	2.676	100.00%	2.821	100.00%	3.293	100.00%	2.872	100.00%	3.570	100.00%
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Reliability														
Overall	0.447		0.406		0.365		0.361		0.416		0.340		0.321	
W/IN Rnk	0.487		0.421		0.392		0.533		0.445		0.361		0.341	
W/IN Cmd	0.491		0.420		0.392		0.533		0.431		0.364		0.342	
W/IN R/C	0.497		0.432		0.392		0.533		0.455		0.373		0.345	

## Overall Job Importance

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.326	45.71%	1.157	42.18%	1.007	39.12%	0.991	37.01%	1.435	41.91%	0.947	35.86%	1.128	34.21%
Rank	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.173	5.05%	0.069	2.61%	0.111	3.37%
T/AxRnk	0.055	1.90%	0.006	0.22%	0.000	0.00%	0.006	0.22%	0.000	0.00%	0.000	0.00%	0.027	0.82%
Command	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.034	0.99%	0.062	2.35%	0.000	0.00%
T/AxCmd	0.045	1.55%	0.031	1.13%	0.000	0.00%	0.000	0.00%	0.065	1.90%	0.048	1.82%	0.059	1.79%
RnkxCmd	0.205	7.07%	0.011	0.40%	0.227	8.82%	0.736	27.48%	0.009	0.26%	0.000	0.00%	0.065	1.97%
TAxRkxCd	0.000	0.00%	0.002	0.07%	0.035	1.36%	0.010	0.37%	0.000	0.00%	0.107	4.05%	0.000	0.00%
Rtr(R/C)	0.019	0.65%	0.300	10.94%	0.119	4.62%	0.000	0.00%	0.100	2.92%	0.112	4.24%	0.220	6.67%
TAxR(RC)	1.251	43.12%	1.236	45.06%	1.186	46.08%	0.935	34.91%	1.608	46.96%	1.296	49.07%	1.687	51.17%
Total	2.901	100.00%	2.743	100.00%	2.574	100.00%	2.678	100.00%	3.424	100.00%	2.841	100.00%	3.297	100.00%
-----														
Reliability														
Overall	0.457		0.422		0.391		0.370		0.419		0.359		0.342	
W/IN Rnk	0.502		0.425		0.436		0.515		0.443		0.384		0.365	
W/IN Cmd	0.500		0.429		0.436		0.513		0.433		0.391		0.355	
W/IN R/C	0.511		0.430		0.436		0.515		0.457		0.402		0.372	

Table G-5

## Difficulty Ratings by MOS

## Hybrid Questionnaire

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	0.796	32.92%	0.641	27.61%	0.742	32.95%	0.539	25.85%	0.808	31.11%	0.426	20.73%	0.540	22.65%
Rank	0.000	0.00%	0.029	1.25%	0.000	0.00%	0.000	0.00%	0.178	6.85%	0.249	12.12%	0.379	15.90%
T/AxRnk	0.000	0.00%	0.000	0.00%	0.012	0.53%	0.000	0.00%	0.000	0.00%	0.047	2.29%	0.072	3.02%
Command	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.101	3.89%	0.029	1.41%	0.029	1.22%
T/AxCmd	0.000	0.00%	0.002	0.09%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.005	0.24%	0.096	4.03%
RnkxCmd	0.133	5.50%	0.018	0.78%	0.163	7.24%	0.558	26.76%	0.012	0.46%	0.000	0.00%	0.000	0.00%
TAxRkxCd	0.092	3.80%	0.075	3.23%	0.000	0.00%	0.080	3.84%	0.037	1.42%	0.070	3.41%	0.000	0.00%
Rtr(R/C)	0.101	4.18%	0.211	9.09%	0.108	4.80%	0.000	0.00%	0.076	2.93%	0.000	0.00%	0.113	4.74%
TAxR(RC)	1.296	53.60%	1.346	57.97%	1.227	54.48%	0.908	43.55%	1.385	53.33%	1.229	59.81%	1.155	48.45%
Total	2.418	100.00%	2.322	100.00%	2.252	100.00%	2.085	100.00%	2.597	100.00%	2.055	100.00%	2.384	100.00%
-----														
Reliability														
Overall	0.329		0.276		0.329		0.259		0.311		0.207		0.227	
W/IN Rnk	0.363		0.291		0.357		0.372		0.341		0.252		0.279	
W/IN Cmd	0.363		0.288		0.355		0.372		0.330		0.218		0.239	
W/IN R/C	0.363		0.292		0.357		0.372		0.356		0.257		0.299	

Table G-6

## Task Questionnaire - Frequency Ratings by MOS and Command

## FORSCOM Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.796	54.97%	1.757	53.08%	1.314	60.92%	1.262	51.93%	1.158	51.01%	1.274	52.69%	0.870	44.16%
Rank	0.067	2.05%	0.000	0.00%	0.104	4.82%	0.023	0.95%	0.049	2.16%	0.133	5.50%	0.000	0.00%
TskxRnk	0.000	0.00%	0.000	0.00%	0.084	3.89%	0.139	5.72%	0.000	0.00%	0.867	35.86%	0.000	0.00%
Rtr(Rnk)	0.126	3.86%	0.336	10.15%	0.000	0.00%	0.000	0.00%	0.088	3.88%	0.000	0.00%	0.171	8.68%
TskxRtr	1.278	39.12%	1.217	36.77%	0.655	30.37%	1.006	41.40%	0.975	42.95%	0.144	5.96%	0.929	47.16%
Total	3.267	100.00%	3.310	100.00%	2.157	100.00%	2.430	100.00%	2.270	100.00%	2.418	100.00%	1.970	100.00%

## Reliability

Overall	0.550	0.531	0.609	0.519	0.510	0.527	0.442
W/IN Rnk	0.561	0.531	0.667	0.556	0.521	0.898	0.442

## TRADOC Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.693	59.36%	1.496	55.47%	1.136	52.21%	1.313	50.85%	1.299	49.75%	1.114	43.36%	0.904	41.35%
Rank	0.036	1.26%	0.010	0.37%	0.097	4.46%	0.267	10.34%	0.056	2.14%	0.057	2.22%	0.075	3.43%
TskxRnk	0.000	0.00%	0.000	0.00%	0.131	6.02%	0.045	1.74%	0.141	5.40%	0.078	3.04%	0.000	0.00%
Rtr(Rnk)	0.123	4.31%	0.285	10.57%	0.023	1.06%	0.166	6.43%	0.118	4.52%	0.387	15.06%	0.286	13.08%
TskxRtr	1.000	35.06%	0.906	33.59%	0.789	36.26%	0.791	30.64%	0.997	38.18%	0.933	36.32%	0.921	42.13%
Total	2.852	100.00%	2.697	100.00%	2.176	100.00%	2.582	100.00%	2.611	100.00%	2.569	100.00%	2.186	100.00%

## Reliability

Overall	0.594	0.555	0.522	0.509	0.498	0.434	0.414
W/IN Rnk	0.601	0.557	0.583	0.578	0.538	0.458	0.428

Table G-6 (continued)

## Activity Questionnaire - Frequency Ratings by MOS and Command

## FORSCOM Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.196	44.78%	0.809	32.27%	0.885	36.89%	0.646	24.40%	1.393	43.81%	0.726	27.49%	0.893	35.45%
Rank	0.080	3.00%	0.021	0.84%	0.243	10.13%	0.147	5.55%	0.039	1.23%	0.017	0.64%	0.000	0.00%
ActxRnk	0.111	4.16%	0.044	1.76%	0.000	0.00%	0.044	1.66%	0.002	0.06%	0.029	1.10%	0.106	4.21%
Rtr(Rnk)	0.089	3.33%	0.451	17.99%	0.305	12.71%	0.528	19.95%	0.205	6.45%	0.416	15.75%	0.162	6.43%
ActxRtr	1.195	44.74%	1.182	47.15%	0.966	40.27%	1.282	48.43%	1.541	48.46%	1.453	55.02%	1.358	53.91%
Total	2.671	100.00%	2.507	100.00%	2.399	100.00%	2.647	100.00%	3.180	100.00%	2.641	100.00%	2.519	100.00%

## Reliability

Overall	0.448	0.323	0.369	0.244	0.438	0.275	0.355
W/IN Rnk	0.482	0.331	0.410	0.263	0.444	0.280	0.370

## TRADOC Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.480	48.96%	1.129	40.34%	0.984	35.22%	0.717	25.74%	1.302	42.73%	0.647	30.42%	0.548	18.59%
Rank	0.047	1.55%	0.025	0.89%	0.013	0.47%	0.020	0.72%	0.000	0.00%	0.052	2.44%	0.000	0.00%
ActxRnk	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.099	3.25%	0.045	2.12%	0.000	0.00%
Rtr(Rnk)	0.331	10.95%	0.618	22.08%	0.477	17.07%	0.456	16.37%	0.223	7.32%	0.270	12.69%	0.653	22.15%
ActxRtr	1.165	38.54%	1.027	36.69%	1.320	47.24%	1.593	57.18%	1.423	46.70%	1.113	52.33%	1.747	59.26%
Total	3.023	100.00%	2.799	100.00%	2.794	100.00%	2.786	100.00%	3.047	100.00%	2.127	100.00%	2.948	100.00%

## Reliability

Overall	0.490	0.403	0.352	0.257	0.427	0.304	0.186
W/IN Rnk	0.497	0.407	0.354	0.259	0.442	0.319	0.186

Table G-6 (continued)

## Hybrid Questionnaire - Frequency Ratings by MOS and Command

## FORSCOM Ratings

	165		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.375	46.85%	1.159	41.75%	0.987	46.04%	0.792	36.65%	1.504	47.15%	1.085	40.74%	0.920	36.54%
Rank	0.196	6.68%	0.003	0.11%	0.083	3.87%	0.387	17.91%	0.127	3.98%	0.114	4.28%	0.097	3.85%
T/AxRnk	0.003	0.10%	0.037	1.33%	0.111	5.18%	0.183	8.47%	0.000	0.00%	0.005	0.19%	0.000	0.00%
Rtr(Rnk)	0.119	4.05%	0.398	14.34%	0.043	2.01%	0.079	3.66%	0.094	2.95%	0.192	7.21%	0.251	9.97%
T/AxRtr	1.242	42.32%	1.179	42.47%	0.920	42.91%	0.720	33.32%	1.465	45.92%	1.267	47.58%	1.250	49.64%
Total	2.935	100.00%	2.776	100.00%	2.144	100.00%	2.161	100.00%	3.190	100.00%	2.663	100.00%	2.518	100.00%

## Reliability

Overall	0.468	0.418	0.460	0.366	0.471	0.407	0.365
W/IN Rnk	0.503	0.424	0.506	0.498	0.491	0.426	0.380

## TRADOC Ratings

	165		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.182	45.30%	1.073	40.44%	0.844	31.65%	0.849	32.23%	1.289	45.53%	0.862	41.03%	0.720	26.82%
Rank	0.000	0.00%	0.000	0.00%	0.093	3.49%	0.138	5.24%	0.174	6.15%	0.171	8.14%	0.005	0.19%
T/AxRnk	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.024	0.85%	0.220	10.47%	0.000	0.00%
Rtr(Rnk)	0.223	8.55%	0.502	18.92%	0.484	18.15%	0.367	13.93%	0.124	4.38%	0.043	2.05%	0.504	18.77%
T/AxRtr	1.204	46.15%	1.078	40.63%	1.246	46.72%	1.280	48.60%	1.220	43.09%	0.805	38.32%	1.456	54.23%
Total	2.609	100.00%	2.653	100.00%	2.667	100.00%	2.634	100.00%	2.831	100.00%	2.101	100.00%	2.685	100.00%

## Reliability

Overall	0.453	0.404	0.316	0.322	0.455	0.410	0.268
W/IN Rnk	0.453	0.404	0.328	0.340	0.490	0.504	0.269

Table G-7

## Task Questionnaire - Core Technical Importance Ratings by MDS and Command

## FORSCOM Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.940	52.59%	2.021	54.53%	1.588	56.92%	1.347	46.64%	1.428	52.56%	1.176	45.21%	1.135	44.35%
Rank	0.034	0.92%	0.014	0.38%	0.082	2.94%	0.028	0.97%	0.076	2.80%	0.045	1.73%	0.015	0.59%
TskxRnk	0.000	0.00%	0.002	0.05%	0.092	3.30%	0.130	4.50%	0.000	0.00%	0.062	2.38%	0.009	0.35%
Rtr(Rnk)	0.222	6.02%	0.319	8.61%	0.041	1.47%	0.072	2.49%	0.063	2.32%	0.139	5.34%	0.161	6.29%
TskxRtr	1.493	40.47%	1.350	36.43%	0.987	35.38%	1.311	45.39%	1.150	42.33%	1.179	45.33%	1.239	48.42%
Total	3.689	100.00%	3.706	100.00%	2.790	100.00%	2.888	100.00%	2.717	100.00%	2.601	100.00%	2.559	100.00%

Reliability														
Overall	0.526		0.545		0.569		0.466		0.526		0.452		0.444	
W/IN Rnk	0.531		0.548		0.607		0.493		0.541		0.472		0.448	

## TRADOC Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.931	57.45%	1.955	54.73%	1.255	46.65%	1.317	46.00%	1.243	44.63%	1.158	38.54%	1.151	39.98%
Rank	0.085	2.53%	0.016	0.45%	0.190	7.06%	0.244	8.52%	0.063	2.26%	0.001	0.03%	0.076	2.64%
TskxRnk	0.064	1.90%	0.000	0.00%	0.254	9.44%	0.007	0.24%	0.083	2.98%	0.039	1.30%	0.000	0.00%
Rtr(Rnk)	0.144	4.28%	0.311	8.71%	0.000	0.00%	0.251	8.77%	0.191	6.86%	0.503	16.74%	0.281	9.76%
TskxRtr	1.137	33.83%	1.290	36.11%	0.991	36.84%	1.044	36.47%	1.205	43.27%	1.304	43.39%	1.371	47.62%
Total	3.361	100.00%	3.572	100.00%	2.690	100.00%	2.863	100.00%	2.785	100.00%	3.005	100.00%	2.879	100.00%

Reliability														
Overall	0.575		0.547		0.467		0.460		0.446		0.385		0.400	
W/IN Rnk	0.601		0.550		0.559		0.504		0.471		0.391		0.411	

Table G-7 (continued)

Activity Questionnaire - Core Technical Importance Ratings by MDS and Command

FORSCOM Ratings

	165		19K		67N		76Y		88M		91A		948	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.247	40.06%	0.836	31.01%	1.184	39.74%	0.636	21.57%	1.329	39.23%	0.810	27.13%	1.055	35.53%
Rank	0.062	1.99%	0.072	2.67%	0.277	9.30%	0.280	9.49%	0.071	2.10%	0.005	0.17%	0.003	0.10%
ActxRnk	0.071	2.28%	0.045	1.67%	0.000	0.00%	0.060	2.03%	0.032	0.94%	0.058	1.94%	0.085	2.86%
Rtr(Rnk)	0.247	7.93%	0.367	13.61%	0.331	11.11%	0.579	19.63%	0.224	6.61%	0.443	14.84%	0.237	7.98%
ActxRtr	1.486	47.74%	1.376	51.04%	1.187	39.85%	1.394	47.27%	1.732	51.12%	1.670	55.93%	1.589	53.52%
Total	3.113	100.00%	2.696	100.00%	2.979	100.00%	2.949	100.00%	3.388	100.00%	2.986	100.00%	2.969	100.00%

Reliability

Overall	0.401	0.310	0.397	0.216	0.392	0.271	0.355
W/IN Rnk	0.418	0.324	0.438	0.244	0.405	0.277	0.366

TRADOC Ratings

	165		19K		67N		76Y		88M		91A		948	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.639	46.72%	1.219	37.30%	1.138	34.08%	0.824	26.09%	1.350	39.29%	0.789	25.69%	0.484	15.06%
Rank	0.201	5.73%	0.071	2.17%	0.042	1.26%	0.021	0.66%	0.006	0.17%	0.000	0.00%	0.000	0.00%
ActxRnk	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.001	0.03%	0.000	0.00%	0.094	2.93%
Rtr(Rnk)	0.300	8.55%	0.638	19.52%	0.551	16.50%	0.474	15.01%	0.376	10.94%	0.697	22.70%	0.502	15.62%
ActxRtr	1.368	39.00%	1.340	41.00%	1.608	48.16%	1.839	58.23%	1.703	49.56%	1.585	51.61%	2.133	66.39%
Total	3.508	100.00%	3.268	100.00%	3.339	100.00%	3.158	100.00%	3.436	100.00%	3.071	100.00%	3.213	100.00%

Reliability

Overall	0.467	0.373	0.341	0.261	0.393	0.257	0.151
W/IN Rnk	0.496	0.381	0.345	0.263	0.394	0.257	0.155

Table G-7 (continued)

## Hybrid Questionnaire - Core Technical Importance Ratings by MOS and Command

## FORSCOM Ratings

	16S		19K		67N		76Y		88M		91A		948	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.363	40.52%	1.310	42.84%	1.281	44.70%	0.927	32.81%	1.773	46.61%	1.114	37.03%	1.102	33.51%
Rank	0.033	0.98%	0.000	0.00%	0.000	0.00%	0.463	16.39%	0.166	4.36%	0.007	0.23%	0.049	1.49%
T/AxRnk	0.059	1.75%	0.025	0.82%	0.064	2.23%	0.076	2.69%	0.000	0.00%	0.035	1.16%	0.005	0.15%
Rtr(Rnk)	0.239	7.10%	0.369	12.07%	0.188	6.56%	0.236	8.35%	0.183	4.81%	0.201	6.68%	0.378	11.49%
T/AxRtr	1.670	49.64%	1.354	44.28%	1.333	46.51%	1.123	39.75%	1.682	44.22%	1.651	54.89%	1.755	53.36%
Total	3.364	100.00%	3.058	100.00%	2.866	100.00%	2.825	100.00%	3.804	100.00%	3.008	100.00%	3.289	100.00%

## Reliability

Overall	0.405	0.428	0.447	0.328	0.466	0.370	0.335
W/IN Rnk	0.417	0.432	0.457	0.406	0.487	0.376	0.341

## TRADOC Ratings

	16S		19K		67N		76Y		88M		91A		948	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.207	39.26%	1.299	40.98%	0.893	29.90%	0.892	27.82%	1.401	42.40%	0.810	29.97%	1.016	29.77%
Rank	0.076	2.47%	0.053	1.67%	0.189	6.33%	0.147	4.59%	0.186	5.63%	0.098	3.63%	0.026	0.76%
T/AxRnk	0.065	2.11%	0.000	0.00%	0.044	1.47%	0.000	0.00%	0.000	0.00%	0.161	5.96%	0.000	0.00%
Rtr(Rnk)	0.315	10.25%	0.457	14.42%	0.463	15.50%	0.647	20.18%	0.242	7.32%	0.334	12.36%	0.532	15.59%
T/AxRtr	1.411	45.90%	1.361	42.93%	1.398	46.80%	1.520	47.41%	1.475	44.64%	1.300	48.09%	1.839	53.88%
Total	3.074	100.00%	3.170	100.00%	2.987	100.00%	3.206	100.00%	3.304	100.00%	2.703	100.00%	3.413	100.00%

## Reliability

Overall	0.393	0.410	0.299	0.278	0.424	0.300	0.298
W/IN Rnk	0.412	0.417	0.324	0.292	0.449	0.331	0.300

Table G-8

Task Questionnaire - General Soldiering Importance Ratings by MOS and Command

FORSCOM Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.870	54.16%	1.637	51.82%	1.461	55.47%	1.218	44.02%	1.475	50.39%	1.565	50.80%	1.373	42.80%
Rank	0.078	2.26%	0.068	2.15%	0.097	3.68%	0.030	1.08%	0.042	1.43%	0.149	4.84%	0.014	0.44%
TskxRnk	0.000	0.00%	0.000	0.00%	0.087	3.30%	0.141	5.10%	0.000	0.00%	0.093	3.02%	0.032	1.00%
Rtr(Rnk)	0.153	4.43%	0.268	8.48%	0.043	1.63%	0.032	1.16%	0.127	4.34%	0.076	2.47%	0.210	6.55%
TskxRtr	1.352	39.15%	1.186	37.54%	0.946	35.91%	1.346	48.64%	1.283	43.83%	1.198	38.88%	1.579	49.22%
Total	3.453	100.00%	3.159	100.00%	2.634	100.00%	2.767	100.00%	2.927	100.00%	3.081	100.00%	3.208	100.00%

Reliability

Overall	0.542	0.518	0.555	0.440	0.504	0.508	0.428
W/IN Rnk	0.554	0.530	0.596	0.469	0.511	0.551	0.434

TRADOC Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	2.021	59.53%	1.541	51.78%	1.228	46.75%	1.173	40.99%	1.239	39.85%	1.157	37.95%	1.203	39.17%
Rank	0.054	1.59%	0.063	2.12%	0.253	9.63%	0.226	7.90%	0.020	0.64%	0.012	0.39%	0.072	2.34%
TskxRnk	0.070	2.06%	0.000	0.00%	0.406	15.45%	0.078	2.73%	0.025	0.80%	0.209	6.85%	0.000	0.00%
Rtr(Rnk)	0.132	3.89%	0.234	7.86%	0.000	0.00%	0.287	10.03%	0.332	10.68%	0.421	13.81%	0.415	13.51%
TskxRtr	1.118	32.93%	1.138	38.24%	0.740	28.17%	1.098	38.36%	1.493	48.02%	1.250	41.00%	1.381	44.97%
Total	3.395	100.00%	2.976	100.00%	2.627	100.00%	2.862	100.00%	3.109	100.00%	3.049	100.00%	3.071	100.00%

Reliability

Overall	0.595	0.518	0.467	0.410	0.399	0.379	0.392
W/IN Rnk	0.618	0.529	0.624	0.459	0.404	0.409	0.401

Table G-8 (continued)

## Activity Questionnaire - General Soldiering Importance Ratings by MOS and Command

## FORSCOM Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.032	41.93%	0.629	29.00%	0.700	28.89%	0.597	19.61%	1.123	32.44%	0.876	28.95%	1.136	33.43%
Rank	0.159	6.46%	0.181	8.34%	0.189	7.80%	0.344	11.30%	0.005	0.14%	0.009	0.30%	0.033	0.97%
ActxRnk	0.449	18.24%	0.005	0.23%	0.013	0.54%	0.007	0.23%	0.000	0.00%	0.041	1.35%	0.027	0.79%
Rtr(Rnk)	0.000	0.00%	0.289	13.32%	0.317	13.08%	0.694	22.79%	0.529	15.28%	0.426	14.08%	0.469	13.80%
ActxRtr	0.821	33.36%	1.065	49.10%	1.204	49.69%	1.403	46.08%	1.805	52.14%	1.674	55.32%	1.733	51.00%
Total	2.461	100.00%	2.169	100.00%	2.423	100.00%	3.045	100.00%	3.462	100.00%	3.026	100.00%	3.398	100.00%

## Reliability

Overall	0.419	0.290	0.289	0.196	0.324	0.289	0.334
W/IN Rnk	0.557	0.317	0.315	0.222	0.325	0.294	0.340

## TRADOC Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.339	44.50%	0.798	33.63%	0.941	31.63%	0.642	21.16%	1.061	32.08%	0.635	23.59%	0.513	16.80%
Rank	0.201	6.68%	0.146	6.15%	0.093	3.13%	0.021	0.69%	0.018	0.54%	0.000	0.00%	0.071	2.32%
ActxRnk	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.007	0.21%	0.040	1.49%	0.113	3.70%
Rtr(Rnk)	0.284	9.44%	0.327	13.78%	0.612	20.57%	0.655	21.59%	0.366	11.07%	0.631	23.44%	0.422	13.82%
ActxRtr	1.185	39.38%	1.102	46.44%	1.329	44.67%	1.716	56.56%	1.855	56.09%	1.386	51.49%	1.935	63.36%
Total	3.009	100.00%	2.373	100.00%	2.975	100.00%	3.034	100.00%	3.307	100.00%	2.692	100.00%	3.054	100.00%

## Reliability

Overall	0.445	0.336	0.316	0.212	0.321	0.236	0.168
W/IN Rnk	0.477	0.358	0.327	0.213	0.323	0.239	0.179

Table G-8 (continued)

## Hybrid Questionnaire - General Soldiering Importance Ratings by MOS and Command

## FORSCOM Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.339	43.52%	1.123	42.67%	1.011	38.87%	0.974	34.43%	1.791	46.47%	1.190	36.82%	1.255	35.53%
Rank	0.091	2.96%	0.003	0.11%	0.008	0.31%	0.642	22.69%	0.100	2.59%	0.056	1.73%	0.252	7.13%
T/AxRnk	0.071	2.31%	0.000	0.00%	0.000	0.00%	0.073	2.58%	0.000	0.00%	0.001	0.03%	0.042	1.19%
Rtr(Rnk)	0.114	3.70%	0.334	12.69%	0.215	8.27%	0.017	0.60%	0.183	4.75%	0.182	5.63%	0.250	7.08%
T/AxRtr	1.462	47.51%	1.172	44.53%	1.367	52.56%	1.123	39.70%	1.780	46.19%	1.803	55.79%	1.733	49.07%
Total	3.077	100.00%	2.632	100.00%	2.601	100.00%	2.829	100.00%	3.854	100.00%	3.232	100.00%	3.532	100.00%

## Reliability

Overall	0.435	0.427	0.389	0.344	0.465	0.368	0.355
W/IN Rnk	0.459	0.427	0.390	0.461	0.477	0.375	0.368

## TRADOC Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.194	41.89%	1.000	39.14%	0.921	33.00%	0.992	29.25%	1.161	37.22%	0.708	28.57%	0.937	24.17%
Rank	0.048	1.68%	0.039	1.53%	0.239	8.56%	0.175	5.16%	0.223	7.15%	0.094	3.79%	0.000	0.00%
T/AxRnk	0.000	0.00%	0.066	2.58%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.237	9.56%	0.000	0.00%
Rtr(Rnk)	0.284	9.96%	0.320	12.52%	0.315	11.29%	0.644	18.99%	0.250	8.02%	0.297	11.99%	0.797	20.56%
T/AxRtr	1.324	46.46%	1.130	44.23%	1.316	47.15%	1.580	46.59%	1.485	47.61%	1.142	46.09%	2.142	55.26%
Total	2.850	100.00%	2.555	100.00%	2.791	100.00%	3.391	100.00%	3.119	100.00%	2.478	100.00%	3.876	100.00%

## Reliability

Overall	0.419	0.391	0.330	0.293	0.372	0.286	0.242
W/IN Rnk	0.426	0.408	0.361	0.308	0.401	0.330	0.242

Table G-9

## Task Questionnaire - Overall Job Importance Ratings by MOS and Command

## FORSCOM Ratings

	165		19K		67N		76Y		88M		91A		948	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.906	53.74%	1.898	54.06%	1.511	57.58%	1.324	46.47%	1.529	51.29%	1.507	50.72%	1.544	44.01%
Rank	0.071	2.00%	0.034	0.97%	0.123	4.59%	0.045	1.58%	0.079	2.65%	0.137	4.61%	0.011	0.31%
TskxRnk	0.000	0.00%	0.000	0.00%	0.098	3.73%	0.131	4.60%	0.000	0.00%	0.106	3.57%	0.000	0.00%
Rtr(Rnk)	0.166	4.68%	0.269	7.66%	0.032	1.22%	0.047	1.65%	0.081	2.72%	0.082	2.76%	0.273	7.78%
TskxRtr	1.404	39.58%	1.310	37.31%	0.860	32.77%	1.302	45.70%	1.292	43.34%	1.139	38.34%	1.680	47.89%
Total	3.547	100.00%	3.511	100.00%	2.624	100.00%	2.849	100.00%	2.981	100.00%	2.971	100.00%	3.508	100.00%

## Reliability

Overall	0.537	0.541	0.576	0.465	0.513	0.507	0.440
W/IN Rnk	0.548	0.546	0.629	0.495	0.527	0.552	0.442

## TRADOC Ratings

	165		19K		67N		76Y		88M		91A		948	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	2.042	59.09%	1.761	54.50%	1.370	48.46%	1.243	45.63%	1.331	42.43%	1.205	40.46%	1.323	42.61%
Rank	0.099	2.86%	0.028	0.87%	0.272	9.62%	0.216	7.93%	0.026	0.83%	0.017	0.57%	0.098	3.16%
TskxRnk	0.061	1.77%	0.000	0.00%	0.408	14.43%	0.084	3.08%	0.035	1.12%	0.147	4.94%	0.000	0.00%
Rtr(Rnk)	0.129	3.73%	0.266	8.23%	0.000	0.00%	0.178	6.53%	0.337	10.74%	0.365	12.26%	0.332	10.69%
TskxRtr	1.125	32.55%	1.176	36.40%	0.777	27.48%	1.003	36.82%	1.408	44.88%	1.244	41.77%	1.352	43.54%
Total	3.456	100.00%	3.231	100.00%	2.827	100.00%	2.724	100.00%	3.137	100.00%	2.978	100.00%	3.105	100.00%

## Reliability

Overall	0.591	0.545	0.485	0.456	0.424	0.405	0.426
W/IN Rnk	0.620	0.550	0.638	0.513	0.433	0.428	0.440

Table G-9 (continued)

Activity Questionnaire - Overall Job Importance Ratings by MOS and Command

FORSCOM Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.187	43.24%	0.669	28.36%	0.842	34.56%	0.600	19.95%	1.276	36.05%	0.867	28.95%	1.109	31.57%
Rank	0.152	5.54%	0.053	2.25%	0.295	12.11%	0.197	6.55%	0.049	1.38%	0.016	0.53%	0.032	0.91%
ActxRnk	0.047	1.71%	0.035	1.48%	0.000	0.00%	0.034	1.13%	0.032	0.90%	0.018	0.60%	0.017	0.48%
Rtr(Rnk)	0.074	2.70%	0.318	13.48%	0.278	11.41%	0.689	22.91%	0.345	9.75%	0.474	15.83%	0.418	11.90%
ActxRtr	1.285	46.81%	1.284	54.43%	1.021	41.91%	1.488	49.47%	1.838	51.92%	1.620	54.09%	1.937	55.14%
Total	2.745	100.00%	2.359	100.00%	2.436	100.00%	3.008	100.00%	3.540	100.00%	2.995	100.00%	3.513	100.00%

Reliability

Overall	0.432	0.284	0.346	0.199	0.360	0.289	0.316
W/IN Rnk	0.466	0.295	0.393	0.216	0.369	0.293	0.320

TRADOC Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.565	46.43%	1.042	36.63%	0.908	30.61%	0.640	22.53%	1.287	36.81%	0.634	24.76%	0.518	16.75%
Rank	0.276	8.19%	0.092	3.23%	0.106	3.57%	0.010	0.35%	0.020	0.57%	0.000	0.00%	0.014	0.45%
ActxRnk	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.001	0.03%	0.016	0.62%	0.039	1.26%
Rtr(Rnk)	0.283	8.40%	0.471	16.56%	0.591	19.93%	0.404	14.22%	0.383	10.96%	0.453	17.69%	0.455	14.72%
ActxRtr	1.247	36.99%	1.240	43.59%	1.361	45.89%	1.787	62.90%	1.805	51.63%	1.458	56.93%	2.066	66.82%
Total	3.371	100.00%	2.845	100.00%	2.966	100.00%	2.841	100.00%	3.496	100.00%	2.561	100.00%	3.092	100.00%

Reliability

Overall	0.464	0.366	0.306	0.225	0.368	0.248	0.168
W/IN Rnk	0.506	0.378	0.317	0.226	0.370	0.249	0.170

Table 6-9 (continued)

## Hybrid Questionnaire - Overall Job Importance Ratings by MOS and Command

## FORSCOM Ratings

	16S		19K		67H		76Y		88H		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.380	44.34%	1.216	43.37%	1.155	43.44%	0.983	34.59%	1.798	46.07%	1.172	38.71%	1.242	36.10%
Rank	0.094	3.02%	0.000	0.00%	0.041	1.54%	0.559	19.67%	0.148	3.79%	0.055	1.82%	0.218	6.34%
T/AxRnk	0.048	1.54%	0.000	0.00%	0.006	0.23%	0.038	1.34%	0.000	0.00%	0.006	0.20%	0.000	0.00%
Rtr(Rnk)	0.168	5.40%	0.300	10.70%	0.230	8.65%	0.150	5.28%	0.190	4.87%	0.207	6.84%	0.220	6.40%
T/AxRtr	1.422	45.69%	1.288	45.93%	1.227	46.15%	1.112	39.13%	1.767	45.27%	1.588	52.44%	1.760	51.16%
Total	3.112	100.00%	2.804	100.00%	2.659	100.00%	2.842	100.00%	3.903	100.00%	3.028	100.00%	3.440	100.00%

## Reliability

Overall	0.443	0.434	0.434	0.346	0.461	0.387	0.361
W/IN Rnk	0.465	0.434	0.442	0.438	0.479	0.395	0.385

## TRADOC Ratings

	16S		19K		67H		76Y		88H		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.289	42.60%	1.139	40.59%	0.814	32.03%	0.921	30.81%	1.294	38.87%	0.728	31.73%	0.988	36.52%
Rank	0.091	3.01%	0.019	0.68%	0.244	9.60%	0.148	4.95%	0.160	4.81%	0.112	4.88%	0.041	1.52%
T/AxRnk	0.036	1.19%	0.000	0.00%	0.083	3.27%	0.000	0.00%	0.000	0.00%	0.236	10.29%	0.005	0.18%
Rtr(Rnk)	0.222	7.34%	0.423	15.07%	0.152	5.98%	0.382	12.78%	0.217	6.52%	0.151	6.58%	0.187	6.91%
T/AxRtr	1.388	45.87%	1.225	43.66%	1.248	49.11%	1.538	51.46%	1.658	49.80%	1.067	46.51%	1.484	54.86%
Total	3.026	100.00%	2.806	100.00%	2.541	100.00%	2.989	100.00%	3.329	100.00%	2.294	100.00%	2.705	100.00%

## Reliability

Overall	0.426	0.406	0.320	0.308	0.389	0.317	0.365
W/IN Rnk	0.445	0.409	0.368	0.324	0.408	0.374	0.372

Table G-10

## Hybrid Questionnaire - Difficulty Ratings by MOS and Command

## FORSCOM Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	0.756	32.31%	0.691	28.59%	0.832	38.79%	0.530	27.07%	0.925	33.93%	0.552	24.24%	0.709	25.91%
Rank	0.119	5.09%	0.027	1.12%	0.064	2.98%	0.485	24.77%	0.183	6.71%	0.237	10.41%	0.254	9.28%
T/AxRnk	0.083	3.55%	0.000	0.00%	0.067	3.12%	0.103	5.26%	0.000	0.00%	0.061	2.68%	0.000	0.00%
Rtr(Rnk)	0.090	3.85%	0.297	12.29%	0.077	3.59%	0.000	0.00%	0.145	5.32%	0.007	0.31%	0.221	8.08%
T/AxRtr	1.292	55.21%	1.402	58.01%	1.105	51.52%	0.840	42.90%	1.473	54.04%	1.420	62.36%	1.552	56.73%
Total	2.340	100.00%	2.417	100.00%	2.145	100.00%	1.958	100.00%	2.726	100.00%	2.277	100.00%	2.736	100.00%

## Reliability

Overall	0.323	0.286	0.388	0.271	0.339	0.242	0.259
W/IN Rnk	0.354	0.289	0.413	0.387	0.364	0.279	0.286

## TRADOC Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	0.782	28.22%	0.558	23.81%	0.612	25.43%	0.462	19.00%	0.729	26.60%	0.249	14.26%	0.365	14.30%
Rank	0.000	0.00%	0.097	4.14%	0.096	3.99%	0.057	2.34%	0.105	3.83%	0.302	17.30%	0.569	22.30%
T/AxRnk	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.207	11.86%	0.000	0.00%
Rtr(Rnk)	0.380	13.71%	0.272	11.60%	0.248	10.30%	0.248	10.20%	0.247	9.01%	0.000	0.00%	0.599	23.47%
T/AxRtr	1.609	58.07%	1.417	60.45%	1.451	60.28%	1.665	68.46%	1.660	60.56%	0.988	56.59%	1.019	39.93%
Total	2.771	100.00%	2.344	100.00%	2.407	100.00%	2.432	100.00%	2.741	100.00%	1.746	100.00%	2.552	100.00%

## Reliability

Overall	0.282	0.238	0.254	0.190	0.266	0.143	0.143
W/IN Rnk	0.282	0.248	0.265	0.195	0.277	0.201	0.184

Table G-11

Task Questionnaire - Frequency Ratings by MOS and Rank

## NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.617	52.11%	1.367	49.08%	1.217	52.28%	1.506	51.07%	1.206	49.79%	1.081	42.29%	0.873	40.62%
Command	0.031	1.00%	0.073	2.62%	0.051	2.19%	0.145	4.92%	0.203	8.38%	0.116	4.54%	0.001	0.05%
TskxCmd	0.000	0.00%	0.092	3.30%	0.040	1.72%	0.016	0.54%	0.000	0.00%	0.068	2.66%	0.000	0.00%
Rtr(Cmd)	0.109	3.51%	0.297	10.66%	0.124	5.33%	0.191	6.48%	0.119	4.91%	0.217	8.49%	0.213	9.91%
TskxRtr	1.346	43.38%	0.956	34.33%	0.896	38.49%	1.091	37.00%	0.894	36.91%	1.074	42.02%	1.062	49.42%
Total	3.103	100.00%	2.785	100.00%	2.328	100.00%	2.949	100.00%	2.422	100.00%	2.556	100.00%	2.149	100.00%

## Reliability

Overall	0.521	0.491	0.523	0.511	0.498	0.423	0.406
W/IN Cmd	0.526	0.522	0.544	0.540	0.543	0.456	0.406

## Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.837	63.13%	1.918	58.92%	1.203	57.73%	1.194	52.81%	1.445	50.60%	1.080	50.33%	0.933	48.49%
Command	0.076	2.61%	0.009	0.28%	0.157	7.53%	0.000	0.00%	0.004	0.14%	0.044	2.05%	0.039	2.03%
TskxCmd	0.228	7.84%	0.038	1.17%	0.244	11.71%	0.000	0.00%	0.000	0.00%	0.378	17.61%	0.000	0.00%
Rtr(Cmd)	0.000	0.00%	0.159	4.88%	0.000	0.00%	0.119	5.26%	0.175	6.13%	0.000	0.00%	0.214	11.12%
TskxRtr	0.769	26.43%	1.131	34.75%	0.480	23.03%	0.948	41.93%	1.232	43.14%	0.644	30.01%	0.738	38.36%
Total	2.910	100.00%	3.255	100.00%	2.084	100.00%	2.261	100.00%	2.856	100.00%	2.146	100.00%	1.924	100.00%

## Reliability

Overall	0.631	0.589	0.577	0.528	0.506	0.503	0.485
W/IN Cmd	0.705	0.598	0.715	0.528	0.507	0.626	0.495

## Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task			1.328	52.51%					0.928	52.64%				
Command			0.000	0.00%					0.000	0.00%				
TskxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.256	10.12%					0.116	6.58%				
TskxRtr			0.945	37.37%					0.719	40.78%				
Total			2.529	100.00%					1.763	100.00%				

## Reliability

Overall	0.525	0.526
W/IN Cmd	0.525	0.526

Table G-11 (continued)

Activity Questionnaire - Frequency Ratings by MOS and Rank

MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.246	42.61%	0.700	28.37%	0.795	29.42%	0.629	20.66%	1.203	38.29%	0.689	26.00%	0.746	28.15%
Command	0.024	0.82%	0.403	16.34%	0.055	2.04%	0.139	4.56%	0.183	5.82%	0.040	1.51%	0.094	3.55%
ActxCmd	0.036	1.23%	0.000	0.00%	0.017	0.63%	0.000	0.00%	0.104	3.31%	0.034	1.28%	0.164	6.19%
Rtr(Cmd)	0.230	7.87%	0.617	25.01%	0.554	20.50%	0.708	23.25%	0.224	7.13%	0.361	13.62%	0.261	9.85%
ActxRtr	1.388	47.47%	0.747	30.28%	1.281	47.41%	1.569	51.53%	1.428	45.45%	1.526	57.58%	1.385	52.26%
Total	2.924	100.00%	2.467	100.00%	2.702	100.00%	3.045	100.00%	3.142	100.00%	2.650	100.00%	2.650	100.00%

Reliability

Overall	0.426	0.284	0.294	0.207	0.383	0.260	0.282
W/IN Cmd	0.435	0.339	0.302	0.216	0.421	0.267	0.312

Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.459	54.50%	1.270	46.74%	1.183	48.31%	0.911	37.49%	1.542	50.18%	0.555	31.59%	0.673	31.14%
Command	0.125	4.67%	0.052	1.91%	0.139	5.68%	0.000	0.00%	0.062	2.02%	0.086	4.89%	0.175	8.10%
ActxCmd	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.193	6.28%	0.184	10.47%	0.157	7.27%
Rtr(Cmd)	0.180	6.72%	0.285	10.49%	0.162	6.61%	0.255	10.49%	0.000	0.00%	0.089	5.07%	0.050	2.31%
ActxRtr	0.913	34.11%	1.110	40.85%	0.965	39.40%	1.264	52.02%	1.276	41.52%	0.843	47.98%	1.106	51.18%
Total	2.677	100.00%	2.717	100.00%	2.449	100.00%	2.430	100.00%	3.073	100.00%	1.757	100.00%	2.161	100.00%

Reliability

Overall	0.545	0.467	0.483	0.375	0.502	0.316	0.311
W/IN Cmd	0.572	0.477	0.512	0.375	0.547	0.373	0.368

Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity			1.214	46.73%					1.034	4.52%				
Command			0.000	0.00%					0.000	0.00%				
ActxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.239	9.20%					0.047	2.16%				
ActxRtr			1.145	44.07%					1.095	50.32%				
Total			2.598	100.00%					2.176	100.00%				

Reliability

Overall		0.467		0.475
W/IN Cmd		0.467		0.475

Table G-11 (continued)

## Hybrid Questionnaire - Frequency Ratings by MDS and Rank

## NCO Ratings

	16S		19K		67H		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.162	43.63%	0.968	35.42%	0.861	33.90%	0.783	29.18%	1.263	43.75%	1.126	41.57%	0.848	30.60%
Command	0.030	1.13%	0.024	0.88%	0.114	4.49%	0.320	11.93%	0.036	1.25%	0.049	1.81%	0.019	0.69%
T/AxCmd	0.153	5.75%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.096	3.33%	0.079	2.92%	0.000	0.00%
Rtr(Cmd)	0.040	1.50%	0.650	23.78%	0.471	18.54%	0.502	18.71%	0.097	3.36%	0.173	6.39%	0.427	15.41%
T/AxRtr	1.278	47.99%	1.091	39.92%	1.094	43.07%	1.078	40.18%	1.395	48.32%	1.282	47.32%	1.477	53.30%
Total	2.663	100.00%	2.733	100.00%	2.540	100.00%	2.683	100.00%	2.887	100.00%	2.709	100.00%	2.771	100.00%

## Reliability

Overall	0.436	0.354	0.339	0.292	0.437	0.416	0.306
W/IN Cmd	0.469	0.357	0.355	0.331	0.458	0.436	0.308

## Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.448	50.68%	1.436	48.96%	1.164	47.82%	1.146	51.64%	1.679	49.57%	0.742	36.64%	0.823	36.13%
Command	0.060	2.10%	0.033	1.13%	0.073	3.00%	0.194	8.74%	0.145	4.28%	0.091	4.49%	0.000	0.00%
T/AxCmd	0.043	1.51%	0.016	0.55%	0.035	1.44%	0.078	3.52%	0.000	0.00%	0.214	10.57%	0.079	3.47%
Rtr(Cmd)	0.161	5.64%	0.265	9.04%	0.109	4.48%	0.000	0.00%	0.154	4.55%	0.062	3.06%	0.195	8.56%
T/AxRtr	1.145	40.08%	1.183	40.33%	1.053	43.26%	0.801	36.10%	1.409	41.60%	0.916	45.23%	1.181	51.84%
Total	2.857	100.00%	2.933	100.00%	2.434	100.00%	2.219	100.00%	3.387	100.00%	2.025	100.00%	2.278	100.00%

## Reliability

Overall	0.507	0.490	0.478	0.516	0.496	0.366	0.361
W/IN Cmd	0.526	0.498	0.500	0.589	0.518	0.431	0.374

## Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act			1.085	50.14%					1.385	55.87%				
Command			0.000	0.00%					0.000	0.00%				
T/AxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.178	8.23%					0.009	0.36%				
T/AxRtr			0.901	41.64%					1.085	43.77%				
Total			2.164	100.00%					2.479	100.00%				

## Reliability

Overall	0.501	0.559
W/IN Cmd	0.501	0.559

Table G-12

## Task Questionnaire - Core Technical Importance Ratings by MOS and Rank

## NCO Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.959	52.45%	1.728	51.55%	1.455	46.68%	1.478	45.02%	1.253	51.71%	1.116	37.29%	1.203	41.14%
Command	0.052	1.39%	0.064	1.91%	0.071	2.28%	0.106	3.23%	0.129	5.32%	0.081	2.71%	0.003	0.10%
TskxCmd	0.000	0.00%	0.108	3.22%	0.047	1.51%	0.017	0.52%	0.000	0.00%	0.015	0.50%	0.000	0.00%
Rtr(Cmd)	0.185	4.95%	0.225	6.71%	0.219	7.03%	0.312	9.50%	0.192	7.92%	0.412	13.77%	0.240	8.21%
TskxRtr	1.539	41.20%	1.227	36.61%	1.325	42.51%	1.370	41.73%	0.849	35.04%	1.369	45.74%	1.478	50.55%
Total	3.735	100.00%	3.352	100.00%	3.117	100.00%	3.283	100.00%	2.423	100.00%	2.993	100.00%	2.924	100.00%

Reliability														
Overall	0.524		0.516		0.467		0.450		0.517		0.373		0.411	
W/IN Cmd	0.532		0.543		0.485		0.468		0.546		0.385		0.412	

## Officer Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.913	59.99%	2.101	58.72%	1.449	57.14%	1.358	50.60%	1.584	53.07%	1.114	47.44%	1.029	44.68%
Command	0.066	2.07%	0.007	0.20%	0.199	7.85%	0.000	0.00%	0.019	0.64%	0.012	0.51%	0.116	5.04%
TskxCmd	0.166	5.21%	0.096	2.68%	0.282	11.12%	0.000	0.00%	0.117	3.92%	0.205	8.73%	0.001	0.04%
Rtr(Cmd)	0.067	2.10%	0.142	3.97%	0.000	0.00%	0.116	4.32%	0.010	0.34%	0.038	1.62%	0.140	6.08%
TskxRtr	0.977	30.64%	1.232	34.43%	0.606	23.90%	1.210	45.08%	1.255	42.04%	0.979	41.70%	1.017	44.16%
Total	3.189	100.00%	3.578	100.00%	2.536	100.00%	2.684	100.00%	2.985	100.00%	2.348	100.00%	2.303	100.00%

Reliability														
Overall	0.600		0.587		0.571		0.506		0.531		0.474		0.447	
W/IN Cmd	0.647		0.605		0.705		0.506		0.556		0.523		0.471	

## Civilian Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task			1.970	52.48%					0.930	47.18%				
Command			0.000	0.00%					0.000	0.00%				
TskxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.450	11.99%					0.066	3.35%				
TskxRtr			1.334	35.54%					0.975	49.47%				
Total			3.754	100.00%					1.971	100.00%				

Reliability														
Overall			0.525						0.472					
W/IN Cmd			0.525						0.472					

Table G-12 (continued)

## Activity Questionnaire - Core Technical Importance Ratings by MOS and Rank

## NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.396	41.19%	0.770	29.34%	1.000	29.97%	0.613	18.67%	1.135	33.75%	0.743	21.64%	0.827	28.16%
Command	0.086	2.54%	0.459	17.49%	0.095	2.85%	0.176	5.36%	0.137	4.07%	0.044	1.28%	0.253	8.61%
ActxCmd	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.101	3.00%	0.000	0.00%	0.199	6.78%
Rtr(Cmd)	0.317	9.35%	0.475	18.10%	0.675	20.23%	0.815	24.82%	0.382	11.36%	0.759	22.11%	0.166	5.65%
ActxRtr	1.590	46.92%	0.920	35.06%	1.567	46.96%	1.680	51.16%	1.608	47.81%	1.887	54.97%	1.492	50.80%
Total	3.389	100.00%	2.624	100.00%	3.337	100.00%	3.284	100.00%	3.363	100.00%	3.433	100.00%	2.937	100.00%

Reliability														
Overall	0.412		0.293		0.300		0.187		0.337		0.216		0.282	
W/IN Cmd	0.423		0.356		0.308		0.197		0.363		0.219		0.333	

## Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.466	47.46%	1.334	42.50%	1.425	48.90%	1.116	36.59%	1.645	47.08%	0.844	34.42%	0.547	22.84%
Command	0.186	6.02%	0.077	2.45%	0.179	6.14%	0.002	0.07%	0.042	1.20%	0.062	2.53%	0.273	11.40%
ActxCmd	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.067	1.92%	0.130	5.30%	0.462	19.29%
Rtr(Cmd)	0.225	7.28%	0.370	11.79%	0.124	4.26%	0.294	9.64%	0.033	0.94%	0.223	9.09%	0.000	0.00%
ActxRtr	1.212	39.24%	1.358	43.26%	1.186	40.70%	1.638	53.70%	1.707	48.86%	1.193	48.65%	1.113	46.47%
Total	3.089	100.00%	3.139	100.00%	2.914	100.00%	3.050	100.00%	3.494	100.00%	2.452	100.00%	2.395	100.00%

Reliability														
Overall	0.475		0.425		0.489		0.366		0.471		0.344		0.228	
W/IN Cmd	0.505		0.436		0.521		0.366		0.486		0.373		0.330	

## Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity														
Command			1.374	42.25%					1.067	44.24%				
ActxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.000	0.00%					0.000	0.00%				
ActxRtr			0.261	8.03%					0.016	0.66%				
			1.617	49.72%					1.329	55.10%				
Total			3.252	100.00%					2.412	100.00%				

Reliability														
Overall			0.423						0.442					
W/IN Cmd			0.423						0.442					

Table 6-12 (continued)

Hybrid Questionnaire - Core Technical Importance Ratings by MOS and Rank

NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.393	0.00%	1.216	39.25%	1.100	34.30%	0.769	23.82%	1.366	39.33%	1.110	33.02%	1.182	32.84%
Command	0.085	0.00%	0.022	0.71%	0.052	1.84%	0.370	11.46%	0.033	0.95%	0.009	0.27%	0.000	0.00%
T/AxCmd	0.073	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.014	0.40%	0.049	1.46%	0.000	0.00%
Rtr(Cmd)	0.200	5.70%	0.574	18.53%	0.543	16.93%	0.738	22.86%	0.338	9.73%	0.405	12.05%	0.483	13.42%
T/AxRtr	1.758	50.10%	1.286	41.51%	1.505	46.93%	1.352	41.87%	1.722	49.58%	1.789	53.21%	1.934	53.74%
Total	3.509	55.80%	3.098	100.00%	3.207	100.00%	3.229	100.00%	3.473	100.00%	3.362	100.00%	3.599	100.00%

Reliability		16S		19K		67N		76Y		88M		91A		94B	
		Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Overall	0.397			0.393		0.343		0.238		0.393		0.330		0.328	
W/IN Cmd	0.416			0.395		0.349		0.269		0.399		0.336		0.328	

Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.298	42.99%	1.491	50.80%	1.347	46.80%	1.386	47.94%	1.881	50.31%	0.756	34.57%	1.054	34.22%
Command	0.034	1.13%	0.137	4.67%	0.076	2.64%	0.219	7.58%	0.120	3.21%	0.105	4.80%	0.000	0.00%
T/AxCmd	0.000	0.00%	0.778	26.51%	0.028	0.97%	0.000	0.00%	0.000	0.00%	0.233	10.65%	0.000	0.00%
Rtr(Cmd)	0.308	10.20%	0.000	0.00%	0.217	7.54%	0.102	3.53%	0.167	4.47%	0.002	0.09%	0.412	13.38%
T/AxRtr	1.379	45.68%	0.529	18.02%	1.210	42.04%	1.184	40.95%	1.571	42.02%	1.091	49.89%	1.614	52.40%
Total	3.019	100.00%	2.935	100.00%	2.878	100.00%	2.891	100.00%	3.739	100.00%	2.187	100.00%	3.080	100.00%

Reliability		16S		19K		67N		76Y		88M		91A		94B	
		Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Overall	0.430			0.508		0.468		0.479		0.503		0.346		0.342	
W/IN Cmd	0.435			0.738		0.486		0.519		0.520		0.409		0.342	

Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act			1.235	42.18%					1.570	53.66%				
Command			0.000	0.00%					0.000	0.00%				
T/AxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.266	9.08%					0.058	1.98%				
T/AxRtr			1.427	48.74%					1.298	44.36%				
Total			2.928	100.00%					2.926	100.00%				

Reliability		16S		19K		67N		76Y		88M		91A		94B	
		Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Overall				0.422						0.537					
W/IN Cmd				0.422						0.537					

Table 6-13

Task Questionnaire - General Soldiering Importance Ratings by MOS and Rank

## MCO Ratings

	16S		19K		67N		76Y		88M		91A		948	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.903	53.53%	1.426	50.95%	1.523	49.32%	1.410	42.56%	1.291	44.76%	1.366	41.29%	1.253	40.06%
Command	0.099	2.78%	0.146	5.22%	0.121	3.92%	0.114	3.44%	0.100	3.47%	0.187	5.65%	0.013	0.42%
TskxCmd	0.000	0.00%	0.154	5.50%	0.115	3.72%	0.037	1.12%	0.006	0.21%	0.072	2.18%	0.000	0.00%
Rtr(Cmd)	0.139	3.91%	0.071	2.54%	0.102	3.30%	0.293	8.84%	0.229	7.94%	0.268	8.10%	0.257	8.22%
TskxRtr	1.414	39.77%	1.002	35.80%	1.227	39.73%	1.459	44.04%	1.258	43.62%	1.415	42.78%	1.605	51.31%
Total	3.555	100.00%	2.799	100.00%	3.088	100.00%	3.313	100.00%	2.884	100.00%	3.308	100.00%	3.128	100.00%

Reliability														
Overall	0.535		0.509		0.493		0.426		0.448		0.413		0.401	
W/IN Cmd	0.551		0.571		0.534		0.446		0.465		0.448		0.402	

## Officer Ratings

	16S		19K		67N		76Y		88M		91A		948	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.993	61.61%	1.675	54.51%	1.136	52.84%	1.166	45.00%	1.548	46.18%	1.195	48.01%	1.426	45.93%
Command	0.041	1.27%	0.004	0.13%	0.204	9.49%	0.000	0.00%	0.000	0.00%	0.024	0.96%	0.000	0.00%
TskxCmd	0.126	3.89%	0.000	0.00%	0.382	17.77%	0.000	0.00%	0.034	1.01%	0.474	19.04%	0.118	3.80%
Rtr(Cmd)	0.059	1.82%	0.228	7.42%	0.000	0.00%	0.170	6.56%	0.211	6.29%	0.000	0.00%	0.276	8.89%
TskxRtr	1.016	31.41%	1.166	37.94%	0.428	19.91%	1.255	48.44%	1.559	46.51%	0.796	31.98%	1.285	41.38%
Total	3.235	100.00%	3.073	100.00%	2.150	100.00%	2.591	100.00%	3.352	100.00%	2.489	100.00%	3.105	100.00%

Reliability														
Overall	0.616		0.545		0.528		0.450		0.462		0.480		0.459	
W/IN Cmd	0.650		0.546		0.726		0.450		0.467		0.600		0.477	

## Civilian Ratings

	16S		19K		67N		76Y		88M		91A		948	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task			1.362	42.04%					0.972	44.18%				
Command			0.000	0.00%					0.000	0.00%				
TskxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.443	13.67%					0.138	6.27%				
TskxRtr			1.435	44.29%					1.090	49.55%				
Total			3.240	100.00%					2.200	100.00%				

Reliability														
Overall			0.420						0.442					
W/IN Cmd			0.420						0.442					

Table G-13 (continued)

Activity Questionnaire - General Soldiering Importance Ratings by MOS and Rank

MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.156	39.35%	0.633	33.09%	0.851	27.75%	0.619	18.87%	0.989	28.72%	0.747	24.03%	0.852	27.67%
Command	0.154	5.24%	0.707	36.96%	0.168	5.48%	0.155	4.72%	0.121	3.51%	0.157	5.05%	0.281	9.23%
ActxCmd	0.000	0.00%	0.000	0.00%	0.005	0.16%	0.000	0.00%	0.072	2.09%	0.041	1.32%	0.152	4.99%
Rtr(Cmd)	0.242	8.24%	0.030	1.57%	0.639	20.83%	0.863	26.30%	0.443	12.87%	0.493	15.86%	0.274	9.00%
ActxRtr	1.386	47.17%	0.543	28.38%	1.404	45.78%	1.644	50.11%	1.818	52.80%	1.670	53.73%	1.487	48.82%
Total	2.938	100.00%	1.913	100.00%	3.067	100.00%	3.281	100.00%	3.443	100.00%	3.108	100.00%	3.046	100.00%

Reliability		16S		19K		67N		76Y		88M		91A		94B	
Overall	W/IN Cmd	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Overall	0.393			0.331		0.277		0.189		0.287		0.240		0.280	
W/IN Cmd	0.415			0.525		0.294		0.198		0.304		0.257		0.326	

Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.131	48.69%	0.785	33.33%	0.770	35.86%	0.800	26.43%	1.225	37.15%	0.640	47.83%	0.660	25.04%
Command	0.229	9.86%	0.017	0.72%	0.109	5.08%	0.008	0.26%	0.205	6.22%	0.073	5.46%	0.000	0.00%
ActxCmd	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.216	16.14%	0.456	17.30%
Rtr(Cmd)	0.045	1.94%	0.447	18.98%	0.214	9.91%	0.570	18.83%	0.293	8.89%	0.000	0.00%	0.020	0.76%
ActxRtr	0.918	39.52%	1.106	46.96%	1.054	49.09%	1.649	54.48%	1.574	47.74%	0.409	30.57%	1.500	56.90%
Total	2.323	100.00%	2.355	100.00%	2.147	100.00%	3.027	100.00%	3.297	100.00%	1.338	100.00%	2.636	100.00%

Reliability		16S		19K		67N		76Y		88M		91A		94B	
Overall	W/IN Cmd	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Overall	0.487			0.333		0.359		0.264		0.372		0.478		0.250	
W/IN Cmd	0.540			0.336		0.378		0.265		0.396		0.610		0.303	

Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity			0.806	30.99%					0.727	33.58%				
Command			0.000	0.00%					0.000	0.00%				
ActxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.221	8.50%					0.122	5.64%				
ActxRtr			1.574	60.52%					1.316	60.79%				
Total			2.601	100.00%					2.165	100.00%				

Reliability		16S		19K		67N		76Y		88M		91A		94B	
Overall	W/IN Cmd	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Overall				0.310						0.336					
W/IN Cmd				0.310						0.336					

Table G-13 (continued)

## Hybrid Questionnaire - General Soldiering Importance Ratings by MOS and Rank

## MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.332	42.49%	1.092	41.95%	0.993	33.30%	0.816	25.19%	1.240	37.25%	1.176	33.30%	1.140	28.84%
Command	0.077	2.46%	0.032	1.23%	0.063	2.11%	0.563	17.38%	0.011	0.33%	0.053	1.50%	0.017	0.43%
T/AxCmd	0.128	4.08%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.123	3.69%	0.061	1.73%	0.000	0.00%
Rtr(Cmd)	0.064	2.04%	0.297	11.41%	0.340	11.40%	0.471	14.54%	0.174	5.23%	0.356	10.08%	0.555	14.04%
T/AxRtr	1.534	48.93%	1.182	45.41%	1.586	53.19%	1.389	42.88%	1.781	53.50%	1.886	53.40%	2.241	56.69%
Total	3.135	100.00%	2.603	100.00%	2.982	100.00%	3.239	100.00%	3.329	100.00%	3.532	100.00%	3.953	100.00%

## Reliability

Overall	0.425	0.420	0.333	0.252	0.372	0.333	0.288
W/IN Cmd	0.455	0.425	0.340	0.305	0.388	0.344	0.290

## Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.252	45.33%	1.053	40.83%	0.833	37.56%	1.286	42.94%	1.751	49.01%	0.706	33.64%	1.158	37.88%
Command	0.063	2.28%	0.034	1.32%	0.126	5.68%	0.228	7.61%	0.177	4.95%	0.094	4.48%	0.087	2.85%
T/AxCmd	0.000	0.00%	0.114	4.42%	0.094	4.24%	0.028	0.93%	0.000	0.00%	0.225	10.72%	0.277	9.06%
Rtr(Cmd)	0.203	7.35%	0.341	13.22%	0.156	7.03%	0.143	4.77%	0.233	6.52%	0.038	1.81%	0.193	6.31%
T/AxRtr	1.244	45.04%	1.037	40.21%	1.009	45.49%	1.310	43.74%	1.412	39.52%	1.036	49.36%	1.342	43.90%
Total	2.762	100.00%	2.579	100.00%	2.218	100.00%	2.995	100.00%	3.573	100.00%	2.099	100.00%	3.057	100.00%

## Reliability

Overall	0.453	0.408	0.376	0.429	0.490	0.336	0.379
W/IN Cmd	0.464	0.433	0.417	0.470	0.516	0.397	0.430

## Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act			0.761	33.06%					0.925	38.18%				
Command			0.000	0.00%					0.000	0.00%				
T/AxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.260	11.29%					0.216	8.91%				
T/AxRtr			1.281	55.65%					1.282	52.91%				
Total			2.302	100.00%					2.423	100.00%				

## Reliability

Overall	0.331	0.382
W/IN Cmd	0.331	0.382

Table G-14

## Task Questionnaire - Overall Job Importance Ratings by MOS and Rank

## NCO Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.963	53.75%	1.619	51.17%	1.562	51.70%	1.521	44.97%	1.301	44.30%	1.316	41.29%	1.379	41.51%
Command	0.128	3.50%	0.102	3.22%	0.158	5.23%	0.096	2.84%	0.118	4.02%	0.178	5.59%	0.021	0.63%
TskxCmd	0.000	0.00%	0.160	5.06%	0.195	6.45%	0.022	0.65%	0.000	0.00%	0.071	2.23%	0.020	0.60%
Rtr(Cmd)	0.119	3.26%	0.141	4.46%	0.000	0.00%	0.295	8.72%	0.241	8.21%	0.283	8.88%	0.272	8.19%
TskxRtr	1.442	39.49%	1.142	36.09%	1.106	36.61%	1.448	42.81%	1.277	43.48%	1.339	42.01%	1.630	49.07%
Total	3.652	100.00%	3.164	100.00%	3.021	100.00%	3.382	100.00%	2.937	100.00%	3.187	100.00%	3.322	100.00%

Reliability														
Overall	0.538		0.512		0.517		0.450		0.443		0.413		0.415	
W/IN Cmd	0.557		0.558		0.585		0.466		0.462		0.448		0.420	

## Officer Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.943	61.37%	1.997	59.14%	1.345	56.56%	1.258	49.37%	1.680	51.28%	1.199	37.70%	1.538	46.45%
Command	0.053	1.67%	0.000	0.00%	0.212	8.92%	0.002	0.08%	0.000	0.00%	0.032	1.01%	0.000	0.00%
TskxCmd	0.197	6.22%	0.000	0.00%	0.323	13.58%	0.000	0.00%	0.075	2.29%	0.456	14.34%	0.037	1.12%
Rtr(Cmd)	0.008	0.25%	0.174	5.15%	0.000	0.00%	0.142	5.57%	0.117	3.57%	0.000	0.00%	0.290	8.76%
TskxRtr	0.965	30.48%	1.206	35.71%	0.498	20.94%	1.146	44.98%	1.404	42.86%	1.493	46.95%	1.446	43.67%
Total	3.166	100.00%	3.377	100.00%	2.378	100.00%	2.548	100.00%	3.276	100.00%	3.180	100.00%	3.311	100.00%

Reliability														
Overall	0.614		0.591		0.566		0.494		0.513		0.377		0.465	
W/IN Cmd	0.666		0.591		0.730		0.494		0.525		0.445		0.470	

## Civilian Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task			1.556	47.35%					1.138	48.72%				
Command			0.000	0.00%					0.000	0.00%				
TskxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.363	11.05%					0.147	6.29%				
TskxRtr			1.367	41.60%					1.051	44.99%				
Total			3.286	100.00%					2.236	100.00%				

Reliability														
Overall			0.474						0.487				0.487	
W/IN Cmd			0.474						0.487				0.487	

Table 6-14 (continued)

## Activity Questionnaire - Overall Job Importance Ratings by MOS and Rank

## MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.318	43.10%	0.646	27.44%	0.836	28.09%	0.656	19.35%	1.145	31.84%	0.737	23.90%	0.805	25.75%
Command	0.226	7.39%	0.415	17.63%	0.182	6.12%	0.133	3.92%	0.134	3.73%	0.090	2.92%	0.249	7.97%
ActxCmd	0.000	0.00%	0.000	0.00%	0.015	0.50%	0.000	0.00%	0.069	1.92%	0.000	0.00%	0.148	4.73%
Rtr(Cmd)	0.126	4.12%	0.366	15.55%	0.599	20.13%	0.804	23.71%	0.438	12.18%	0.528	17.12%	0.280	8.96%
ActxRtr	1.388	45.39%	0.927	39.38%	1.344	45.16%	1.798	53.02%	1.810	50.33%	1.729	56.06%	1.644	52.59%
Total	3.058	100.00%	2.354	100.00%	2.976	100.00%	3.391	100.00%	3.596	100.00%	3.084	100.00%	3.126	100.00%

## Reliability

Overall	0.431	0.274	0.281	0.193	0.318	0.239	0.258
W/IN Cmd	0.465	0.333	0.301	0.201	0.337	0.246	0.295

## Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.346	50.75%	1.033	39.00%	0.913	40.10%	0.790	30.04%	1.442	44.25%	0.654	29.90%	0.675	24.42%
Command	0.219	8.26%	0.035	1.32%	0.196	8.61%	0.000	0.00%	0.038	1.17%	0.046	2.10%	0.015	0.54%
ActxCmd	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.112	3.44%	0.204	9.33%	0.412	14.91%
Rtr(Cmd)	0.077	2.90%	0.334	12.61%	0.186	8.17%	0.356	13.54%	0.080	2.45%	0.169	7.73%	0.000	0.00%
ActxRtr	1.010	38.08%	1.247	47.07%	0.982	43.13%	1.484	56.43%	1.587	48.70%	1.114	50.94%	1.662	60.13%
Total	2.652	100.00%	2.649	100.00%	2.277	100.00%	2.630	100.00%	3.259	100.00%	2.187	100.00%	2.764	100.00%

## Reliability

Overall	0.508	0.390	0.401	0.300	0.442	0.299	0.244
W/IN Cmd	0.553	0.395	0.439	0.300	0.464	0.338	0.289

## Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity			1.148	40.17%					0.974	35.37%				
Command			0.000	0.00%					0.000	0.00%				
ActxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.129	4.51%					0.196	7.12%				
ActxRtr			1.581	55.32%					1.584	57.52%				
Total			2.858	100.00%					2.754	100.00%				

## Reliability

Overall		0.402		0.354
W/IN Cmd		0.402		0.354

Table 6-14 (continued)

## Hybrid Questionnaire - Overall Job Importance Ratings by MOS and Rank

## MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.416	44.17%	1.149	40.90%	1.028	35.16%	0.867	27.50%	1.309	37.69%	1.167	36.24%	1.203	32.82%
Command	0.182	5.68%	0.002	0.07%	0.076	2.60%	0.464	14.72%	0.030	0.86%	0.048	1.49%	0.000	0.00%
T/AxCmd	0.051	1.59%	0.000	0.00%	0.000	0.00%	0.000	0.00%	0.077	2.22%	0.069	2.14%	0.000	0.00%
Rtr(Cmd)	0.097	3.03%	0.422	15.02%	0.268	9.17%	0.429	13.61%	0.231	6.65%	0.299	9.29%	0.437	11.92%
T/AxRtr	1.460	45.54%	1.236	44.00%	1.552	53.08%	1.393	44.18%	1.826	52.58%	1.637	50.84%	2.025	55.25%
Total	3.206	100.00%	2.809	100.00%	2.924	100.00%	3.153	100.00%	3.473	100.00%	3.220	100.00%	3.665	100.00%

## Reliability

Overall	0.442	0.409	0.352	0.275	0.377	0.362	0.328
W/IN Cmd	0.476	0.409	0.361	0.322	0.389	0.376	0.328

## Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.319	45.42%	1.202	45.32%	0.951	43.66%	1.241	44.72%	1.777	48.47%	0.658	32.72%	1.056	34.13%
Command	0.038	1.31%	0.048	1.81%	0.200	9.18%	0.209	7.44%	0.105	2.86%	0.104	5.17%	0.024	0.78%
T/AxCmd	0.000	0.00%	0.161	6.07%	0.127	5.83%	0.000	0.00%	0.000	0.00%	0.275	13.67%	0.155	5.01%
Rtr(Cmd)	0.241	8.30%	0.136	5.13%	0.114	5.23%	0.107	3.85%	0.201	5.48%	0.000	0.00%	0.217	7.01%
T/AxRtr	1.306	44.97%	1.105	41.67%	0.786	36.09%	1.221	43.95%	1.583	43.18%	0.974	48.43%	1.642	53.07%
Total	2.904	100.00%	2.652	100.00%	2.178	100.00%	2.778	100.00%	3.666	100.00%	2.011	100.00%	3.094	100.00%

## Reliability

Overall	0.454	0.453	0.437	0.447	0.485	0.327	0.341
W/IN Cmd	0.460	0.492	0.514	0.483	0.499	0.403	0.362

## Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act			1.048	42.26%					1.209	39.14%				
Command			0.000	0.00%					0.000	0.00%				
T/AxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.165	6.65%					0.228	7.38%				
T/AxRtr			1.267	51.09%					1.652	53.48%				
Total			2.480	100.00%					3.089	100.00%				

## Reliability

Overall		0.423		0.391
W/IN Cmd		0.423		0.391

Table G-15

Hybrid Questionnaire - Difficulty Ratings by MOS and Rank

NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	0.728	31.07%	0.548	24.09%	0.718	30.62%	0.329	16.77%	0.698	27.95%	0.603	24.56%	0.686	25.09%
Command	0.129	5.51%	0.007	0.31%	0.110	4.69%	0.498	25.38%	0.098	3.92%	0.033	1.34%	0.000	0.00%
T/AxCmd	0.143	6.10%	0.000	0.00%	0.000	0.00%	0.088	4.49%	0.037	1.48%	0.030	1.22%	0.000	0.00%
Rtr(Cmd)	0.085	3.63%	0.324	14.24%	0.150	6.40%	0.000	0.00%	0.210	8.41%	0.185	7.54%	0.412	15.07%
T/AxRtr	1.258	53.69%	1.396	61.36%	1.367	58.29%	1.047	53.36%	1.454	58.23%	1.604	65.34%	1.636	59.84%
Total	2.343	100.00%	2.275	100.00%	2.345	100.00%	1.962	100.00%	2.497	100.00%	2.455	100.00%	2.734	100.00%

Reliability

Overall	0.311	0.241	0.306	0.168	0.280	0.246	0.251
W/IN Cmd	0.352	0.242	0.321	0.239	0.296	0.252	0.251

Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	0.864	34.14%	0.598	26.55%	0.835	36.61%	0.808	33.54%	0.965	34.56%	0.323	17.13%	0.447	15.93%
Command	0.000	0.00%	0.015	0.67%	0.061	2.67%	0.055	2.28%	0.094	3.37%	0.061	3.23%	0.037	1.32%
T/AxCmd	0.000	0.00%	0.226	10.04%	0.065	2.85%	0.000	0.00%	0.009	0.32%	0.138	7.32%	0.127	4.53%
Rtr(Cmd)	0.188	7.43%	0.134	5.95%	0.216	9.47%	0.242	10.05%	0.118	4.23%	0.068	3.61%	0.536	19.10%
T/AxRtr	1.479	58.44%	1.279	56.79%	1.104	48.40%	1.304	54.13%	1.606	57.52%	1.296	68.72%	1.659	59.12%
Total	2.531	100.00%	2.252	100.00%	2.281	100.00%	2.409	100.00%	2.792	100.00%	1.886	100.00%	2.806	100.00%

Reliability

Overall	0.341	0.266	0.366	0.335	0.346	0.171	0.159
W/IN Cmd	0.341	0.297	0.387	0.343	0.359	0.191	0.169

Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act			0.709	30.46%					0.977	35.75%				
Command			0.000	0.00%					0.000	0.00%				
T/AxCmd			0.000	0.00%					0.000	0.00%				
Rtr(Cmd)			0.127	5.46%					0.154	5.63%				
T/AxRtr			1.492	64.09%					1.802	58.62%				
Total			2.328	100.00%					2.733	100.00%				

Reliability

Overall		0.305		0.357
W/IN Cmd		0.305		0.357

Table G-16

## Task Questionnaire - Frequency Ratings by MOS, Rank, and Command

## FORSCOM NCO Ratings

	16S		19K		67H		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.577	50.54%	1.549	49.36%	1.161	56.28%	1.585	52.76%	1.006	49.80%	1.004	40.98%	0.855	40.64%
Rater	0.122	3.91%	0.438	13.96%	0.102	4.94%	0.197	6.56%	0.074	3.66%	0.146	5.96%	0.218	10.36%
TskxRtr	1.421	45.54%	1.151	36.68%	0.800	38.78%	1.222	40.68%	0.940	46.53%	1.300	53.06%	1.031	49.00%
Total	3.120	100.00%	3.138	100.00%	2.063	100.00%	3.004	100.00%	2.020	100.00%	2.450	100.00%	2.104	100.00%

## Reliability

Overall 0.505 0.494 0.563 0.528 0.498 0.410 0.406

## FORSCOM Officer Ratings

	16S		19K		67H		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	2.125	60.52%	1.969	56.19%	1.535	61.50%	1.143	51.98%	1.332	49.17%	1.625	57.34%	0.907	50.08%
Rater	0.233	6.64%	0.251	7.16%	0.118	4.73%	0.071	3.23%	0.210	7.75%	0.233	8.22%	0.123	6.79%
TskxRtr	1.153	32.84%	1.284	36.64%	0.843	33.77%	0.985	44.79%	1.167	43.08%	0.976	34.44%	0.781	43.13%
Total	3.511	100.00%	3.504	100.00%	2.496	100.00%	2.199	100.00%	2.709	100.00%	2.834	100.00%	1.811	100.00%

## Reliability

Overall 0.605 0.562 0.615 0.520 0.492 0.573 0.501

## TRADOC NCO Ratings

	16S		19K		67H		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.743	57.00%	1.339	48.43%	1.291	49.60%	1.463	46.43%	1.502	47.23%	1.341	44.35%	0.855	38.31%
Rater	0.175	5.72%	0.453	16.38%	0.242	9.30%	0.417	13.23%	0.431	13.55%	0.561	18.55%	0.234	10.48%
TskxRtr	1.140	37.28%	0.973	35.19%	1.070	41.11%	1.271	40.34%	1.247	39.21%	1.122	37.10%	1.143	51.21%
Total	3.058	100.00%	2.765	100.00%	2.603	100.00%	3.151	100.00%	3.180	100.00%	3.024	100.00%	2.232	100.00%

## Reliability

Overall 0.570 0.484 0.496 0.464 0.472 0.443 0.383

## TRADOC Officer Ratings

	16S		19K		67H		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.621	63.20%	2.046	75.00%	1.166	56.14%	1.227	52.30%	1.548	50.42%	0.978	41.56%	0.921	41.01%
Rater	0.157	6.12%	0.051	1.87%	0.161	7.75%	0.220	9.38%	0.156	5.08%	0.444	18.87%	0.529	23.55%
TskxRtr	0.787	30.68%	0.631	23.13%	0.750	36.11%	0.899	38.32%	1.366	44.50%	0.931	39.57%	0.796	35.44%
Total	2.565	100.00%	2.728	100.00%	2.077	100.00%	2.346	100.00%	3.070	100.00%	2.353	100.00%	2.246	100.00%

## Reliability

Overall 0.632 0.750 0.561 0.523 0.504 0.416 0.410

## TRADOC Civilian Ratings

	16S		19K		67H		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task			1.365	53.20%					0.957	53.40%				
Rater			0.256	9.98%					0.116	6.47%				
TskxRtr			0.945	36.83%					0.719	40.12%				
Total			2.566	100.00%					1.792	100.00%				

## Reliability

Overall 0.532 0.534

Table 6-16 (continued)

## Activity Questionnaire - Frequency Ratings by MOS, Rank, and Command

## FORSCOM NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.297	41.97%	0.637	24.77%	0.820	28.32%	0.708	21.53%	1.191	37.17%	0.750	24.48%	1.049	35.69%
Rater	0.252	8.16%	0.733	28.50%	0.705	24.35%	0.941	28.62%	0.321	10.02%	0.510	16.64%	0.379	12.90%
ActxRtr	1.541	49.87%	1.202	46.73%	1.370	47.32%	1.639	49.85%	1.692	52.81%	1.804	58.88%	1.511	51.41%
Total	3.090	100.00%	2.572	100.00%	2.895	100.00%	3.288	100.00%	3.204	100.00%	3.064	100.00%	2.939	100.00%

## Reliability

Overall 0.420 0.248 0.283 0.215 0.372 0.245 0.357

## FORSCOM Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.361	53.06%	1.172	43.96%	0.921	40.84%	0.779	34.36%	1.802	55.46%	0.809	33.12%	0.963	40.53%
Rater	0.236	9.20%	0.299	11.22%	0.240	10.64%	0.329	14.51%	0.134	4.12%	0.436	17.85%	0.145	6.10%
ActxRtr	0.968	37.74%	1.195	44.82%	1.094	48.51%	1.159	51.12%	1.313	40.41%	1.198	49.04%	1.268	53.37%
Total	2.565	100.00%	2.666	100.00%	2.255	100.00%	2.267	100.00%	3.249	100.00%	2.443	100.00%	2.376	100.00%

## Reliability

Overall 0.531 0.440 0.408 0.344 0.555 0.331 0.405

## TRADOC NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.175	43.50%	0.952	32.15%	0.849	30.90%	0.610	20.34%	1.451	40.19%	0.754	30.70%	0.604	19.58%
Rater	0.452	16.73%	1.059	35.76%	0.581	21.14%	0.621	20.71%	0.540	14.96%	0.356	14.50%	0.708	22.95%
ActxRtr	1.074	39.76%	0.950	32.08%	1.318	47.96%	1.768	58.95%	1.619	44.85%	1.346	54.80%	1.773	57.47%
Total	2.701	100.00%	2.961	100.00%	2.748	100.00%	2.999	100.00%	3.610	100.00%	2.456	100.00%	3.085	100.00%

## Reliability

Overall 0.435 0.322 0.309 0.203 0.402 0.307 0.196

## TRADOC Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.677	51.98%	1.402	47.77%	1.488	52.36%	0.949	36.32%	1.564	48.36%	0.639	32.92%	0.413	14.42%
Rater	0.379	11.75%	0.522	17.79%	0.261	9.18%	0.167	6.39%	0.068	2.10%	0.357	18.39%	0.696	24.29%
ActxRtr	1.170	36.27%	1.011	34.45%	1.093	38.46%	1.497	57.29%	1.602	49.54%	0.945	48.69%	1.756	61.29%
Total	3.226	100.00%	2.935	100.00%	2.842	100.00%	2.613	100.00%	3.234	100.00%	1.941	100.00%	2.865	100.00%

## Reliability

Overall 0.520 0.478 0.524 0.363 0.484 0.329 0.144

## TRADOC Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity			1.248	47.42%					1.045	47.78%				
Rater			0.239	9.08%					0.047	2.15%				
ActxRtr			1.145	43.50%					1.095	50.07%				
Total			2.632	100.00%					2.187	100.00%				

## Reliability

Overall 0.474 0.478

Table 6-16 (continued)

## Hybrid Questionnaire - Frequency Ratings by MOS, Rank, and Command

## FORSCOM MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.333	43.51%	0.993	36.57%	0.870	37.16%	0.794	29.41%	1.408	45.52%	1.082	36.78%	0.826	32.44%
Rater	0.217	7.08%	0.658	24.24%	0.310	13.24%	0.696	25.78%	0.147	4.75%	0.176	5.98%	0.408	16.03%
T/AxRtr	1.514	49.41%	1.064	39.19%	1.161	49.59%	1.210	44.81%	1.538	49.73%	1.684	57.24%	1.312	51.53%
Total	3.064	100.00%	2.715	100.00%	2.341	100.00%	2.700	100.00%	3.093	100.00%	2.942	100.00%	2.546	100.00%

## Reliability

Overall 0.435 0.366 0.372 0.294 0.455 0.368 0.324

## FORSCOM Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.518	50.18%	1.490	49.35%	1.241	51.99%	1.320	50.85%	1.675	44.34%	1.129	44.00%	1.005	37.97%
Rater	0.248	8.20%	0.234	7.75%	0.126	5.28%	0.186	7.16%	0.365	9.66%	0.343	13.37%	0.179	6.76%
T/AxRtr	1.259	41.62%	1.295	42.89%	1.020	42.73%	1.090	41.99%	1.738	46.00%	1.094	42.63%	1.463	55.27%
Total	3.025	100.00%	3.019	100.00%	2.387	100.00%	2.596	100.00%	3.778	100.00%	2.566	100.00%	2.647	100.00%

## Reliability

Overall 0.502 0.494 0.520 0.508 0.443 0.440 0.380

## TRADOC MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.100	44.64%	1.073	36.65%	0.812	29.82%	0.806	25.97%	1.292	42.80%	1.368	48.89%	0.042	1.73%
Rater	0.218	8.85%	0.743	25.38%	0.666	24.46%	0.668	21.52%	0.323	10.70%	0.395	14.12%	0.548	22.51%
T/AxRtr	1.146	46.51%	1.112	37.98%	1.245	45.72%	1.630	52.51%	1.404	46.51%	1.035	36.99%	1.844	75.76%
Total	2.464	100.00%	2.928	100.00%	2.723	100.00%	3.104	100.00%	3.019	100.00%	2.798	100.00%	2.434	100.00%

## Reliability

Overall 0.446 0.366 0.298 0.260 0.428 0.489 0.017

## TRADOC Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.360	47.92%	1.257	40.16%	1.112	39.11%	1.022	46.12%	1.684	53.24%	0.614	28.07%	0.607	29.93%
Rater	0.248	8.74%	0.776	24.79%	0.321	11.29%	0.179	8.08%	0.130	4.11%	0.313	14.31%	0.540	26.63%
T/AxRtr	1.230	43.34%	1.097	35.05%	1.410	49.60%	1.015	45.80%	1.349	42.65%	1.260	57.61%	0.881	43.44%
Total	2.838	100.00%	3.130	100.00%	2.843	100.00%	2.216	100.00%	3.163	100.00%	2.187	100.00%	2.028	100.00%

## Reliability

Overall 0.479 0.402 0.391 0.461 0.532 0.281 0.299

## TRADOC Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act			1.111	50.52%					1.387	55.90%				
Rater			0.178	8.09%					0.009	0.36%				
T/AxRtr			0.910	41.38%					1.085	43.73%				
Total			2.199	100.00%					2.481	100.00%				

## Reliability

Overall 0.505 0.559

Table G-17

## Task Questionnaire - Core Technical Importance Ratings by MOS, Rank, and Command

## FORSCOM MCO Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.788	48.96%	1.893	52.47%	1.367	47.19%	1.615	46.76%	1.161	50.28%	1.004	37.56%	1.223	41.81%
Rater	0.196	5.37%	0.377	10.45%	0.246	8.49%	0.311	9.00%	0.063	2.73%	0.243	9.09%	0.248	8.48%
TskxRtr	1.668	45.67%	1.338	37.08%	1.284	44.32%	1.528	44.24%	1.085	46.99%	1.426	53.35%	1.454	49.71%
Total	3.652	100.00%	3.608	100.00%	2.897	100.00%	3.454	100.00%	2.309	100.00%	2.673	100.00%	2.925	100.00%

Reliability Overall	0.490	0.525	0.472	0.468	0.503	0.376	0.418
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## FORSCOM Officer Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	2.134	57.21%	2.219	57.22%	1.865	61.23%	1.307	48.62%	1.794	52.47%	1.423	51.22%	1.036	48.23%
Rater	0.322	8.63%	0.299	7.71%	0.135	4.43%	0.114	4.24%	0.199	5.82%	0.220	7.92%	0.097	4.52%
TskxRtr	1.274	34.16%	1.360	35.07%	1.046	34.34%	1.267	47.14%	1.426	41.71%	1.135	40.86%	1.015	47.25%
Total	3.730	100.00%	3.878	100.00%	3.046	100.00%	2.688	100.00%	3.419	100.00%	2.778	100.00%	2.148	100.00%

Reliability Overall	0.572	0.572	0.612	0.486	0.525	0.512	0.462
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## TRADOC MCO Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	2.256	55.95%	1.789	50.71%	1.551	45.44%	1.351	40.85%	1.391	40.86%	1.325	37.90%	1.140	38.55%
Rater	0.330	8.18%	0.386	10.94%	0.346	10.14%	0.513	15.51%	0.530	15.57%	0.718	20.54%	0.259	8.76%
TskxRtr	1.446	35.86%	1.353	38.35%	1.516	44.42%	1.443	43.63%	1.483	43.57%	1.453	41.56%	1.558	52.69%
Total	4.032	100.00%	3.528	100.00%	3.413	100.00%	3.307	100.00%	3.404	100.00%	3.496	100.00%	2.957	100.00%

Reliability Overall	0.560	0.507	0.454	0.409	0.409	0.379	0.386
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## TRADOC Officer Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.709	59.61%	2.190	65.88%	1.287	52.32%	1.389	52.22%	1.457	52.52%	1.042	41.35%	1.100	37.98%
Rater	0.152	5.30%	0.065	1.96%	0.183	7.44%	0.140	5.26%	0.046	1.66%	0.330	13.10%	0.478	16.51%
TskxRtr	1.006	35.09%	1.069	32.16%	0.990	40.24%	1.131	42.52%	1.271	45.82%	1.148	45.56%	1.318	45.51%
Total	2.867	100.00%	3.324	100.00%	2.460	100.00%	2.660	100.00%	2.774	100.00%	2.520	100.00%	2.896	100.00%

Reliability Overall	0.596	0.659	0.523	0.522	0.525	0.413	0.380
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## TRADOC Civilian Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task			2.034	53.27%					0.946	47.61%				
Rater			0.450	11.79%					0.066	3.32%				
TskxRtr			1.334	34.94%					0.975	49.07%				
Total			3.818	100.00%					1.987	100.00%				

Reliability Overall		0.533				0.476	
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Table G-17 (continued)

## Activity Questionnaire - Core Technical Importance Ratings by MOS, Rank, and Command

## FORSCOM NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.318	38.59%	0.606	23.42%	1.054	30.28%	0.628	17.71%	1.164	35.38%	0.760	21.58%	1.128	34.04%
Rater	0.375	10.98%	0.566	21.87%	0.868	24.94%	1.136	32.03%	0.424	12.89%	0.668	18.97%	0.482	14.54%
ActxRtr	1.722	50.42%	1.416	54.71%	1.559	44.79%	1.783	50.27%	1.702	51.73%	2.094	59.45%	1.704	51.42%
Total	3.415	100.00%	2.588	100.00%	3.481	100.00%	3.547	100.00%	3.290	100.00%	3.522	100.00%	3.314	100.00%

## Reliability

Overall 0.386 0.234 0.303 0.177 0.354 0.216 0.340

## FORSCOM Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.355	45.58%	1.256	40.77%	1.292	44.83%	0.945	33.10%	1.759	46.67%	0.995	35.93%	1.226	42.66%
Rater	0.302	10.16%	0.350	11.36%	0.192	6.66%	0.387	13.56%	0.166	4.40%	0.402	14.52%	0.149	5.18%
ActxRtr	1.316	44.27%	1.475	47.87%	1.398	48.51%	1.523	53.35%	1.844	48.93%	1.372	49.55%	1.499	52.16%
Total	2.973	100.00%	3.081	100.00%	2.882	100.00%	2.855	100.00%	3.769	100.00%	2.769	100.00%	2.874	100.00%

## Reliability

Overall 0.456 0.408 0.448 0.331 0.467 0.359 0.427

## TRADOC NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.425	42.26%	1.076	32.30%	1.026	30.11%	0.659	20.34%	1.388	35.30%	0.706	20.55%	0.843	23.54%
Rater	0.427	12.66%	1.020	30.62%	0.695	20.40%	0.660	20.37%	0.698	17.75%	0.943	27.45%	0.598	16.70%
ActxRtr	1.520	45.08%	1.235	37.08%	1.686	49.49%	1.921	59.29%	1.846	46.95%	1.786	51.99%	2.140	59.76%
Total	3.372	100.00%	3.331	100.00%	3.407	100.00%	3.240	100.00%	3.932	100.00%	3.435	100.00%	3.581	100.00%

## Reliability

Overall 0.423 0.323 0.301 0.203 0.353 0.206 0.235

## TRADOC Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.742	45.67%	1.365	38.15%	1.599	50.39%	1.222	37.24%	1.625	47.98%	1.022	39.10%	0.235	7.25%
Rater	0.540	14.16%	0.887	24.79%	0.295	9.30%	0.182	5.55%	0.062	1.83%	0.400	15.30%	0.718	22.16%
ActxRtr	1.532	40.17%	1.326	37.06%	1.279	40.31%	1.877	57.21%	1.700	50.19%	1.192	45.60%	2.287	70.59%
Total	3.814	100.00%	3.578	100.00%	3.173	100.00%	3.281	100.00%	3.387	100.00%	2.614	100.00%	3.240	100.00%

## Reliability

Overall 0.457 0.381 0.504 0.372 0.480 0.391 0.073

## TRADOC Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity			1.411	42.90%					1.071	44.33%				
Rater			0.261	7.94%					0.016	0.66%				
ActxRtr			1.617	49.16%					1.329	55.01%				
Total			3.289	100.00%					2.416	100.00%				

## Reliability

Overall 0.429 0.443

Table G-17 (continued)

## Hybrid Questionnaire - Core Technical Importance Ratings by MOS, Rank, and Command

## FORSCOM MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.479	39.25%	1.150	39.38%	1.209	40.64%	0.814	24.99%	1.430	40.03%	1.142	31.88%	1.158	34.21%
Rater	0.307	8.15%	0.579	19.83%	0.300	10.08%	0.792	24.32%	0.324	9.07%	0.237	6.62%	0.462	13.65%
T/AxRtr	1.982	52.60%	1.191	40.79%	1.466	49.28%	1.651	50.69%	1.818	50.90%	2.203	61.50%	1.765	52.14%
Total	3.768	100.00%	2.920	100.00%	2.975	100.00%	3.257	100.00%	3.572	100.00%	3.582	100.00%	3.385	100.00%

## Reliability

Overall 0.393 0.394 0.406 0.250 0.400 0.319 0.342

## FORSCOM Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.303	43.17%	1.602	47.96%	1.451	48.54%	1.394	44.49%	2.180	50.44%	1.184	45.10%	1.100	33.27%
Rater	0.341	11.30%	0.228	6.83%	0.237	7.93%	0.244	7.79%	0.237	5.48%	0.258	9.83%	0.370	11.19%
T/AxRtr	1.374	45.53%	1.510	45.21%	1.301	43.53%	1.495	47.72%	1.905	44.08%	1.183	45.07%	1.836	55.54%
Total	3.018	100.00%	3.340	100.00%	2.989	100.00%	3.133	100.00%	4.322	100.00%	2.625	100.00%	3.306	100.00%

## Reliability

Overall 0.432 0.480 0.485 0.445 0.504 0.451 0.333

## TRADOC MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.391	40.41%	1.366	39.35%	0.944	28.54%	0.689	18.61%	1.350	38.83%	1.240	36.89%	1.164	29.01%
Rater	0.477	13.86%	0.663	19.10%	0.735	22.22%	1.168	31.54%	0.457	13.14%	0.715	21.27%	0.584	14.55%
T/AxRtr	1.574	45.73%	1.442	41.54%	1.629	49.24%	1.846	49.85%	1.670	48.03%	1.406	41.83%	2.265	56.44%
Total	3.442	100.00%	3.471	100.00%	3.308	100.00%	3.703	100.00%	3.477	100.00%	3.361	100.00%	4.013	100.00%

## Reliability

Overall 0.404 0.394 0.285 0.186 0.388 0.369 0.290

## TRADOC Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.252	39.89%	1.389	44.41%	1.212	40.55%	1.289	46.32%	1.503	45.77%	0.588	22.72%	0.853	31.31%
Rater	0.331	10.54%	0.557	17.81%	0.424	14.19%	0.170	6.11%	0.261	7.95%	0.358	13.83%	0.591	21.70%
T/AxRtr	1.556	49.57%	1.182	37.79%	1.353	45.27%	1.324	47.57%	1.520	46.29%	1.642	63.45%	1.280	46.99%
Total	3.139	100.00%	3.128	100.00%	2.989	100.00%	2.783	100.00%	3.284	100.00%	2.588	100.00%	2.724	100.00%

## Reliability

Overall 0.399 0.444 0.405 0.463 0.458 0.227 0.313

## TRADOC Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act			1.273	42.92%					1.584	53.88%				
Rater			0.266	8.97%					0.058	1.97%				
T/AxRtr			1.427	48.11%					1.298	44.15%				
Total			2.966	100.00%					2.940	100.00%				

## Reliability

Overall 0.429 0.539

Table G-18

## Task Questionnaire - General Soldiering Importance Ratings by MOS, Rank, and Command

## FORSCOM MCO Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.648	49.28%	1.682	49.90%	1.319	46.09%	1.553	45.74%	1.322	49.94%	1.260	39.70%	1.291	40.42%
Rater	0.179	5.35%	0.358	10.62%	0.216	7.55%	0.254	7.48%	0.086	3.25%	0.251	7.91%	0.236	7.39%
TskxRtr	1.517	45.36%	1.331	39.48%	1.327	46.37%	1.588	46.77%	1.239	46.81%	1.663	52.39%	1.667	52.19%
Total	3.344	100.00%	3.371	100.00%	2.862	100.00%	3.395	100.00%	2.647	100.00%	3.174	100.00%	3.194	100.00%

Reliability  
Overall 0.493 0.499 0.461 0.457 0.499 0.397 0.404

## FORSCOM Officer Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	2.161	59.40%	1.595	52.71%	1.710	61.14%	1.099	43.51%	1.674	48.83%	1.957	57.24%	1.662	48.88%
Rater	0.229	6.29%	0.262	8.66%	0.150	5.36%	0.122	4.83%	0.295	8.61%	0.249	7.28%	0.291	8.56%
TskxRtr	1.248	34.30%	1.169	38.63%	0.937	33.50%	1.305	51.66%	1.459	42.56%	1.213	35.48%	1.447	42.56%
Total	3.638	100.00%	3.026	100.00%	2.797	100.00%	2.526	100.00%	3.428	100.00%	3.419	100.00%	3.400	100.00%

Reliability  
Overall 0.594 0.527 0.611 0.435 0.488 0.572 0.489

## TRADOC MCO Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	2.326	57.67%	1.397	50.95%	1.726	48.20%	1.325	37.48%	1.324	39.08%	1.679	43.05%	1.145	37.27%
Rater	0.325	8.06%	0.235	8.57%	0.327	9.13%	0.603	17.06%	0.570	16.82%	0.642	16.46%	0.351	11.43%
TskxRtr	1.382	34.27%	1.110	40.48%	1.528	42.67%	1.607	45.46%	1.494	44.10%	1.579	40.49%	1.576	51.30%
Total	4.033	100.00%	2.742	100.00%	3.581	100.00%	3.535	100.00%	3.388	100.00%	3.900	100.00%	3.072	100.00%

Reliability  
Overall 0.577 0.509 0.482 0.375 0.391 0.431 0.373

## TRADOC Officer Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.843	61.37%	1.866	59.90%	0.961	46.86%	1.238	46.09%	1.411	40.78%	0.805	29.77%	1.244	38.56%
Rater	0.179	5.96%	0.167	5.36%	0.198	9.65%	0.278	10.35%	0.208	6.01%	0.696	25.74%	0.704	21.82%
TskxRtr	0.981	32.67%	1.082	34.74%	0.892	43.49%	1.170	43.56%	1.841	53.21%	1.203	44.49%	1.278	39.62%
Total	3.003	100.00%	3.115	100.00%	2.051	100.00%	2.686	100.00%	3.460	100.00%	2.704	100.00%	3.226	100.00%

Reliability  
Overall 0.614 0.599 0.469 0.461 0.408 0.298 0.386

## TRADOC Civilian Ratings

Task	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task			1.425	43.14%					1.007	41.70%				
Rater			0.443	13.41%					0.318	13.17%				
TskxRtr			1.435	43.45%					1.090	45.13%				
Total			3.303	100.00%					2.415	100.00%				

Reliability  
Overall 0.431 0.417

Table G-18 (continued)

## Activity Questionnaire - General Soldiering Importance Ratings by MOS, Rank, and Command

## FORSCOM NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.083	36.46%	0.586	25.25%	0.782	24.86%	0.674	19.19%	1.138	31.54%	0.834	23.37%	1.099	32.18%
Rater	0.316	10.64%	0.411	17.71%	0.678	21.56%	0.998	28.42%	0.596	16.52%	0.702	19.67%	0.646	18.92%
ActxRtr	1.571	52.90%	1.324	57.04%	1.685	53.58%	1.640	52.39%	1.874	51.94%	2.033	56.96%	1.670	48.90%
Total	2.970	100.00%	2.321	100.00%	3.145	100.00%	3.512	100.00%	3.608	100.00%	3.569	100.00%	3.415	100.00%

Reliability Overall	0.365	0.252	0.249	0.192	0.315	0.234	0.322
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## FORSCOM Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.086	45.82%	0.742	32.90%	0.730	34.91%	0.656	21.84%	1.145	34.04%	1.024	37.13%	1.364	37.97%
Rater	0.151	6.37%	0.375	16.63%	0.229	10.95%	0.776	25.83%	0.517	15.37%	0.314	11.39%	0.398	11.08%
ActxRtr	1.133	47.81%	1.138	50.47%	1.132	54.14%	1.572	52.33%	1.702	50.59%	1.420	51.49%	1.830	50.95%
Total	2.370	100.00%	2.255	100.00%	2.091	100.00%	3.004	100.00%	3.364	100.00%	2.758	100.00%	3.592	100.00%

Reliability Overall	0.458	0.329	0.349	0.218	0.340	0.371	0.380
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## TRADOC NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.197	37.81%	0.783	34.86%	0.920	28.38%	0.500	15.49%	1.090	29.43%	0.831	27.47%	0.876	24.62%
Rater	0.534	16.87%	0.391	17.41%	0.797	24.58%	0.940	29.13%	0.594	16.04%	0.567	18.74%	0.520	14.61%
ActxRtr	1.435	45.33%	1.072	47.73%	1.525	47.04%	1.787	55.38%	2.020	54.54%	1.627	53.79%	2.162	60.76%
Total	3.166	100.00%	2.246	100.00%	3.242	100.00%	3.227	100.00%	3.704	100.00%	3.025	100.00%	3.558	100.00%

Reliability Overall	0.378	0.349	0.284	0.155	0.294	0.275	0.246
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## TRADOC Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.268	46.21%	0.884	30.42%	0.960	39.15%	0.991	32.25%	1.451	41.15%	0.495	19.82%	0.298	9.87%
Rater	0.354	12.90%	1.003	34.51%	0.365	14.89%	0.318	10.35%	0.261	7.40%	0.908	36.36%	0.754	24.98%
ActxRtr	1.122	40.89%	1.019	35.07%	1.127	45.96%	1.764	57.40%	1.814	51.45%	1.094	43.81%	1.966	65.14%
Total	2.744	100.00%	2.906	100.00%	2.452	100.00%	3.073	100.00%	3.526	100.00%	2.497	100.00%	3.018	100.00%

Reliability Overall	0.462	0.304	0.392	0.322	0.412	0.198	0.099
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## TRADOC Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity			0.837	31.80%					0.757	34.49%				
Rater			0.221	8.40%					0.122	5.56%				
ActxRtr			1.574	59.80%					1.316	59.95%				
Total			2.632	100.00%					2.195	100.00%				

Reliability Overall		0.318				0.345	
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Table G-18 (continued)

## Hybrid Questionnaire - General Soldiering Importance Ratings by MOS, Rank, and Command

## FORSCOM MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.480	42.03%	1.007	41.07%	1.018	34.09%	0.864	26.21%	1.510	41.04%	1.244	32.09%	1.156	32.35%
Rater	0.240	6.82%	0.305	12.44%	0.245	8.20%	0.528	16.02%	0.238	6.47%	0.194	5.01%	0.389	10.89%
T/AxRtr	1.801	51.15%	1.140	46.49%	1.723	57.70%	1.904	57.77%	1.931	52.49%	2.438	62.90%	2.028	56.76%
Total	3.521	100.00%	2.452	100.00%	2.986	100.00%	3.296	100.00%	3.679	100.00%	3.876	100.00%	3.573	100.00%

## Reliability

Overall	0.420	0.411	0.341	0.262	0.410	0.321	0.324
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## FORSCOM Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.249	44.86%	1.206	42.63%	1.007	43.29%	1.399	42.90%	2.178	52.52%	1.179	43.11%	1.677	41.94%
Rater	0.228	8.19%	0.393	13.89%	0.213	9.16%	0.268	8.22%	0.374	9.02%	0.241	8.81%	0.460	11.50%
T/AxRtr	1.307	46.95%	1.230	43.48%	1.106	47.55%	1.594	48.88%	1.595	38.46%	1.315	48.08%	1.862	46.56%
Total	2.784	100.00%	2.829	100.00%	2.326	100.00%	3.261	100.00%	4.147	100.00%	2.735	100.00%	3.999	100.00%

## Reliability

Overall	0.449	0.426	0.433	0.429	0.525	0.431	0.419
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## TRADOC MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.217	41.14%	1.263	43.48%	0.959	31.66%	0.858	21.78%	1.092	32.80%	1.294	37.19%	1.111	23.32%
Rater	0.284	9.60%	0.365	12.56%	0.455	15.02%	1.103	28.00%	0.420	12.62%	0.722	20.75%	0.971	20.38%
T/AxRtr	1.457	49.26%	1.277	43.96%	1.615	53.32%	1.978	50.22%	1.817	54.58%	1.463	42.05%	2.682	56.30%
Total	2.958	100.00%	2.905	100.00%	3.029	100.00%	3.939	100.00%	3.329	100.00%	3.479	100.00%	4.764	100.00%

## Reliability

Overall	0.411	0.435	0.317	0.218	0.328	0.372	0.233
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## TRADOC Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.223	42.67%	1.180	39.37%	0.802	29.75%	1.182	38.73%	1.386	41.97%	0.416	19.21%	0.742	26.61%
Rater	0.315	10.99%	1.042	34.77%	0.533	19.77%	0.345	11.30%	0.327	9.90%	0.439	20.27%	0.592	24.82%
T/AxRtr	1.328	46.34%	0.775	25.86%	1.361	50.48%	1.525	49.97%	1.589	48.12%	1.311	60.53%	1.354	48.57%
Total	2.866	100.00%	2.997	100.00%	2.696	100.00%	3.052	100.00%	3.302	100.00%	2.166	100.00%	2.788	100.00%

## Reliability

Overall	0.427	0.394	0.297	0.387	0.420	0.192	0.266
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## TRADOC Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act			0.798	34.13%					0.979	39.52%				
Rater			0.260	11.12%					0.216	8.72%				
T/AxRtr			1.280	54.75%					1.282	51.76%				
Total			2.338	100.00%					2.477	100.00%				

## Reliability

Overall	0.341	0.395
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Table G-19

## Task Questionnaire - Overall Job Importance Ratings by MOS, Rank, and Command

## FORSCOM MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.678	49.24%	1.885	51.06%	1.340	48.05%	1.684	46.84%	1.245	47.37%	1.223	39.86%	1.481	41.79%
Rater	0.175	5.13%	0.387	10.43%	0.220	7.89%	0.283	7.87%	0.085	3.23%	0.288	9.39%	0.300	8.47%
TskxRtr	1.555	45.63%	1.420	38.46%	1.229	44.07%	1.628	45.29%	1.298	49.39%	1.557	50.75%	1.763	49.75%
Total	3.408	100.00%	3.692	100.00%	2.789	100.00%	3.595	100.00%	2.628	100.00%	3.068	100.00%	3.544	100.00%

Reliability Overall	0.492	0.511	0.480	0.468	0.474	0.399	0.418
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## FORSCOM Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	2.201	58.44%	1.926	57.03%	1.859	62.85%	1.140	46.64%	1.870	52.56%	1.909	57.28%	1.649	46.86%
Rater	0.259	6.88%	0.197	5.83%	0.168	5.68%	0.113	4.62%	0.217	6.10%	0.243	7.29%	0.274	7.79%
TskxRtr	1.306	34.68%	1.254	37.13%	0.931	31.47%	1.191	48.73%	1.471	41.34%	1.181	35.43%	1.596	45.35%
Total	3.766	100.00%	3.377	100.00%	2.958	100.00%	2.444	100.00%	3.558	100.00%	3.333	100.00%	3.519	100.00%

Reliability Overall	0.584	0.570	0.628	0.466	0.526	0.573	0.469
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## TRADOC MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	2.454	57.48%	1.599	50.70%	1.864	50.65%	1.353	40.39%	1.428	40.59%	1.615	43.04%	1.234	39.14%
Rater	0.329	7.71%	0.335	10.62%	0.273	7.42%	0.510	15.22%	0.607	17.25%	0.626	16.68%	0.347	11.01%
TskxRtr	1.486	34.81%	1.220	38.68%	1.543	41.93%	1.487	44.39%	1.483	42.15%	1.511	40.27%	1.572	49.86%
Total	4.269	100.00%	3.154	100.00%	3.680	100.00%	3.350	100.00%	3.518	100.00%	3.752	100.00%	3.153	100.00%

Reliability Overall	0.575	0.507	0.507	0.404	0.406	0.430	0.391
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## TRADOC Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task	1.074	48.62%	2.237	68.83%	1.141	45.88%	1.391	51.98%	1.468	46.32%	0.977	35.16%	1.438	44.99%
Rater	0.197	8.92%	0.128	3.94%	0.330	13.27%	0.217	8.11%	0.192	6.06%	0.415	16.64%	0.509	15.93%
TskxRtr	0.938	42.46%	0.885	27.23%	1.016	40.85%	1.068	39.91%	1.509	47.62%	1.202	48.20%	1.249	39.08%
Total	2.209	100.00%	3.250	100.00%	2.487	100.00%	2.676	100.00%	3.169	100.00%	2.494	100.00%	3.196	100.00%

Reliability Overall	0.486	0.688	0.459	0.520	0.463	0.352	0.450
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## TRADOC Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Task			1.607	48.16%					1.175	49.52%				
Rater			0.363	10.88%					0.147	6.19%				
TskxRtr			1.367	40.96%					1.051	44.29%				
Total			3.337	100.00%					2.373	100.00%				

Reliability Overall		0.482				0.495	
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Table G-19 (continued)

Activity Questionnaire - Overall Job Importance Ratings by MOS, Rank, and Command

FORSCOM NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.227	39.75%	0.568	23.62%	0.868	28.77%	0.715	18.80%	1.186	31.84%	0.828	24.12%	1.056	29.51%
Rater	0.229	7.42%	0.498	20.71%	0.635	21.05%	1.147	30.16%	0.561	15.06%	0.654	19.05%	0.589	16.46%
ActxRtr	1.631	52.83%	1.339	55.68%	1.514	50.18%	1.941	51.04%	1.978	53.10%	1.951	56.83%	1.934	54.04%
Total	3.087	100.00%	2.405	100.00%	3.017	100.00%	3.803	100.00%	3.725	100.00%	3.433	100.00%	3.579	100.00%

Reliability Overall	0.397	0.236	0.288	0.188	0.318	0.241	0.295
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FORSCOM Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.274	48.94%	0.916	36.28%	0.819	36.55%	0.661	26.63%	1.612	45.36%	0.979	35.46%	1.326	36.82%
Rater	0.163	6.26%	0.276	10.93%	0.258	11.51%	0.474	19.10%	0.253	7.12%	0.406	14.70%	0.325	9.03%
ActxRtr	1.166	44.79%	1.333	52.79%	1.164	51.94%	1.347	54.27%	1.689	47.52%	1.376	49.84%	1.950	54.15%
Total	2.603	100.00%	2.525	100.00%	2.241	100.00%	2.482	100.00%	3.554	100.00%	2.761	100.00%	3.601	100.00%

Reliability Overall	0.489	0.363	0.365	0.266	0.454	0.355	0.368
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TRADOC NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.393	39.79%	0.946	32.33%	0.894	27.92%	0.576	18.71%	1.334	34.32%	0.722	24.79%	0.792	23.05%
Rater	0.552	15.77%	0.771	26.35%	0.783	24.45%	0.568	18.45%	0.619	15.92%	0.533	18.30%	0.583	16.97%
ActxRtr	1.556	44.44%	1.209	41.32%	1.525	47.63%	1.935	62.85%	1.934	49.76%	1.657	56.90%	2.061	59.98%
Total	3.501	100.00%	2.926	100.00%	3.202	100.00%	3.079	100.00%	3.887	100.00%	2.912	100.00%	3.436	100.00%

Reliability Overall	0.398	0.323	0.279	0.187	0.343	0.248	0.231
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TRADOC Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity	1.576	47.44%	1.144	36.96%	1.168	44.31%	0.863	30.68%	1.484	44.38%	0.609	27.76%	0.234	8.02%
Rater	0.436	13.12%	0.852	27.53%	0.354	13.43%	0.209	7.43%	0.181	5.41%	0.424	19.33%	0.466	15.98%
ActxRtr	1.310	39.43%	1.099	35.51%	1.114	42.26%	1.741	61.89%	1.679	50.21%	1.161	52.92%	2.217	76.00%
Total	3.322	100.00%	3.095	100.00%	2.636	100.00%	2.813	100.00%	3.344	100.00%	2.194	100.00%	2.917	100.00%

Reliability Overall	0.474	0.370	0.443	0.307	0.444	0.278	0.080
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TRADOC Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Activity			1.167	40.56%					1.023	36.50%				
Rater			0.129	4.48%					0.196	6.99%				
ActxRtr			1.581	54.95%					1.584	56.51%				
Total			2.877	100.00%					2.803	100.00%				

Reliability Overall		0.406				0.365	
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Table G-19 (continued)

## Hybrid Questionnaire - Overall Job Importance Ratings by MOS, Rank, and Command

## FORSCOM MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.475	42.75%	1.089	40.96%	1.121	36.97%	0.910	26.62%	1.461	39.72%	1.229	34.99%	1.199	34.12%
Rater	0.279	8.09%	0.403	15.16%	0.308	10.16%	0.706	20.66%	0.292	7.94%	0.224	6.38%	0.373	10.61%
T/AxRtr	1.696	49.16%	1.167	43.89%	1.603	52.87%	1.802	52.72%	1.925	52.34%	2.059	58.63%	1.942	55.26%
Total	3.450	100.00%	2.659	100.00%	3.032	100.00%	3.418	100.00%	3.678	100.00%	3.512	100.00%	3.514	100.00%

Reliability														
Overall	0.428		0.410		0.370		0.266		0.397		0.350		0.341	

## FORSCOM Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.334	45.87%	1.402	46.78%	1.223	49.72%	1.272	43.32%	2.252	51.33%	1.172	43.54%	1.352	37.19%
Rater	0.253	8.70%	0.211	7.04%	0.229	9.31%	0.175	5.96%	0.354	8.07%	0.273	10.14%	0.298	8.20%
T/AxRtr	1.321	45.43%	1.384	46.18%	1.008	40.98%	1.489	50.72%	1.781	40.60%	1.247	46.32%	1.985	54.61%
Total	2.908	100.00%	2.997	100.00%	2.460	100.00%	2.936	100.00%	4.387	100.00%	2.692	100.00%	3.635	100.00%

Reliability														
Overall	0.459		0.468		0.497		0.433		0.513		0.435		0.372	

## TRADOC MCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.470	44.06%	1.257	40.76%	0.939	32.36%	0.829	24.32%	1.291	36.40%	1.299	40.15%	1.184	29.69%
Rater	0.273	8.18%	0.506	16.41%	0.325	11.20%	0.645	18.92%	0.385	10.85%	0.588	18.18%	0.616	15.45%
T/AxRtr	1.593	47.75%	1.321	42.83%	1.638	56.44%	1.935	56.76%	1.871	52.75%	1.348	41.67%	2.188	54.86%
Total	3.336	100.00%	3.084	100.00%	2.902	100.00%	3.409	100.00%	3.547	100.00%	3.235	100.00%	3.988	100.00%

Reliability														
Overall	0.441		0.408		0.324		0.243		0.364		0.402		0.297	

## TRADOC Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	1.240	40.90%	1.164	38.04%	0.754	29.03%	1.154	40.79%	1.379	43.96%	0.431	20.96%	0.808	27.74%
Rater	0.334	11.02%	0.993	32.45%	0.581	22.37%	0.295	10.43%	0.205	6.53%	0.283	13.76%	0.645	22.14%
T/AxRtr	1.458	48.09%	0.903	29.51%	1.262	48.59%	1.380	48.78%	1.553	49.51%	1.342	65.27%	1.460	50.12%
Total	3.032	100.00%	3.060	100.00%	2.597	100.00%	2.829	100.00%	3.137	100.00%	2.056	100.00%	2.913	100.00%

Reliability														
Overall	0.409		0.380		0.290		0.408		0.440		0.210		0.277	

## TRADOC Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act			1.072	42.81%					1.267	40.26%				
Rater			0.165	6.59%					0.228	7.24%				
T/AxRtr			1.267	50.60%					1.652	52.49%				
Total			2.504	100.00%					3.147	100.00%				

Reliability														
Overall			0.428						0.403					

Table G-20

## Hybrid Questionnaire - Difficulty Ratings by MOS, Rank, and Command

## FORSCOM NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	0.111	12.05%	0.050	4.56%	0.143	18.43%	0.125	11.81%	0.082	7.04%	0.036	4.34%	0.083	5.80%
Rater	0.175	19.00%	0.412	37.56%	0.213	27.45%	0.218	20.60%	0.398	34.19%	0.145	17.49%	0.315	22.00%
T/AuRtr	0.635	68.95%	0.635	57.89%	0.420	54.12%	0.715	67.58%	0.684	58.76%	0.648	78.17%	1.034	72.21%
Total	0.921	100.00%	1.097	100.00%	0.776	100.00%	1.058	100.00%	1.164	100.00%	0.829	100.00%	1.432	100.00%

Reliability Overall	0.121	0.046	0.184	0.118	0.070	0.043	0.058
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## FORSCOM Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	0.183	19.76%	0.252	25.38%	0.306	30.00%	0.084	8.81%	0.311	30.91%	0.192	25.77%	0.150	13.57%
Rater	0.101	10.91%	0.136	13.70%	0.069	6.76%	0.253	26.55%	0.029	2.88%	0.020	2.68%	0.275	24.89%
T/AuRtr	0.642	69.33%	0.605	60.93%	0.645	63.24%	0.616	64.64%	0.666	66.20%	0.533	71.54%	0.680	61.54%
Total	0.926	100.00%	0.993	100.00%	1.020	100.00%	0.953	100.00%	1.006	100.00%	0.745	100.00%	1.105	100.00%

Reliability Overall	0.198	0.254	0.300	0.088	0.309	0.258	0.136
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## TRADOC NCO Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	0.052	4.10%	0.075	10.45%	0.124	15.37%	0.047	6.70%	0.093	7.62%	0.079	8.42%	0.088	10.22%
Rater	0.416	32.83%	0.189	26.32%	0.142	17.60%	0.072	10.27%	0.235	19.25%	0.183	19.51%	0.225	26.13%
T/AuRtr	0.799	63.06%	0.454	63.23%	0.541	67.04%	0.582	83.02%	0.893	73.14%	0.676	72.07%	0.548	63.65%
Total	1.267	100.00%	0.718	100.00%	0.807	100.00%	0.701	100.00%	1.221	100.00%	0.938	100.00%	0.861	100.00%

Reliability Overall	0.041	0.104	0.154	0.067	0.076	0.084	0.102
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## TRADOC Officer Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act	0.199	14.16%	0.245	9.23%	0.421	38.55%	0.165	17.48%	0.204	27.31%	0.194	20.62%	0.164	15.14%
Rater	0.259	18.43%	1.089	41.02%	0.033	3.02%	0.010	1.06%	0.084	11.24%	0.134	14.24%	0.161	14.87%
T/AuRtr	0.947	67.40%	1.321	49.76%	0.638	58.42%	0.769	81.46%	0.459	61.45%	0.613	65.14%	0.758	69.99%
Total	1.405	100.00%	2.655	100.00%	1.092	100.00%	0.944	100.00%	0.747	100.00%	0.941	100.00%	1.083	100.00%

Reliability Overall	0.142	0.092	0.386	0.175	0.273	0.206	0.151
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## TRADOC Civilian Ratings

	16S		19K		67N		76Y		88M		91A		94B	
	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent	Variance	Percent
Tsk/Act			0.173	14.16%					0.043	7.20%				
Rater			0.087	7.12%					0.155	25.96%				
T/AuRtr			0.962	78.72%					0.399	66.83%				
Total			1.222	100.00%					0.597	100.00%				

Reliability Overall			0.142						0.072					
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APPENDIX H

SINGLE-RATER RELIABILITY ESTIMATES

Table H-1

Task Questionnaire  
Single-rater Reliability Estimates by MOS for Frequency Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.57	.54	.58	.53	.51	.50	.44	.52
Within Rank	.59	.54	.69	.58	.56	.56	.44	.57
Within Command	.60	.57	.69	.55	.56	.56	.44	.57
Within Rank & Command	.60	.57	.69	.59	.59	.58	.44	.58
NCO Ratings								
Overall	.52	.49	.52	.51	.50	.42	.41	.48
Within Command	.53	.52	.54	.54	.54	.46	.41	.51
Officer Ratings								
Overall	.63	.59	.58	.53	.51	.50	.49	.55
Within Command	.71	.60	.72	.53	.51	.63	.50	.60
Civilian Ratings								
Overall		.53			.53			.53
Within Command		.53			.53			.53
FORSCOM Ratings								
Overall	.55	.53	.61	.52	.51	.53	.44	.53
Within Rank	.56	.53	.67	.56	.52	.90	.44	.60
TRADOC Ratings								
Overall	.59	.56	.52	.51	.50	.43	.41	.50
Within Rank	.60	.56	.58	.58	.54	.46	.43	.54

Table H-2

Task Questionnaire  
Single-rater Reliability Estimates by MOS for Core Technical Importance Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.46	.55	.54	.73	.50	.43	.43	.52
Within Rank	.48	.57	.65	.81	.53	.45	.44	.56
Within Command	.48	.59	.65	.75	.54	.45	.44	.56
Within Rank & Command	.48	.59	.65	.84	.54	.45	.45	.57
NCO Ratings								
Overall	.52	.52	.47	.45	.52	.37	.41	.47
Within Command	.53	.54	.49	.47	.55	.39	.41	.48
Officer Ratings								
Overall	.60	.59	.57	.51	.53	.47	.45	.53
Within Command	.65	.61	.71	.51	.56	.52	.47	.58
Civilian Ratings								
Overall		.53			.47			.50
Within Command		.53			.47			.50
FORSCOM Ratings								
Overall	.53	.55	.57	.47	.53	.45	.44	.51
Within Rank	.53	.55	.61	.49	.54	.47	.45	.52
TRADOC Ratings								
Overall	.58	.55	.47	.46	.45	.39	.40	.47
Within Rank	.60	.55	.56	.50	.47	.39	.41	.50

Table H-3

Task Questionnaire  
 Single-rater Reliability Estimates by MOS for General Soldiering Importance Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.57	.53	.55	.44	.46	.47	.42	.49
Within Rank	.60	.57	.74	.48	.47	.54	.43	.55
Within Command	.59	.59	.74	.45	.48	.54	.43	.55
Within Rank & Command	.60	.60	.74	.49	.48	.54	.44	.56
NCO Ratings								
Overall	.54	.51	.49	.43	.45	.41	.40	.46
Within Command	.55	.57	.53	.45	.47	.45	.40	.49
Officer Ratings								
Overall	.62	.55	.53	.45	.46	.48	.46	.51
Within Command	.65	.55	.73	.45	.47	.60	.48	.56
Civilian Ratings								
Overall		.42			.44			.43
Within Command		.42			.44			.43
FORSCOM Ratings								
Overall	.54	.52	.56	.44	.50	.51	.43	.50
Within Rank	.55	.53	.60	.47	.51	.55	.43	.52
TRADOC Ratings								
Overall	.60	.52	.47	.41	.40	.38	.39	.45
Within Rank	.62	.53	.62	.46	.40	.41	.40	.49

Table H-4

Task Questionnaire  
Single-rater Reliability Estimates by MOS for Overall Job Importance Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.56	.55	.56	.47	.48	.48	.44	.51
Within Rank	.59	.57	.78	.52	.50	.55	.45	.57
Within Command	.59	.60	.78	.49	.50	.55	.45	.57
Within Rank & Command	.59	.60	.78	.54	.50	.56	.46	.58
NCO Ratings								
Overall	.54	.51	.52	.45	.44	.41	.42	.47
Within Command	.56	.56	.59	.47	.46	.45	.42	.50
Officer Ratings								
Overall	.61	.59	.57	.49	.51	.38	.47	.52
Within Command	.67	.59	.73	.49	.53	.45	.47	.56
Civilian Ratings								
Overall		.47			.49			.48
Within Command		.47			.49			.48
FORSCOM Ratings								
Overall	.54	.54	.58	.47	.51	.51	.44	.51
Within Rank	.55	.55	.63	.50	.53	.55	.44	.54
TRADOC Ratings								
Overall	.59	.55	.49	.46	.42	.41	.43	.48
Within Rank	.62	.55	.64	.51	.43	.43	.44	.52

Table H-5

Activity Questionnaire  
Single-rater Reliability Estimates by MOS for Frequency Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.49	.38	.36	.25	.45	.29	.29	.36
Within Rank	.53	.41	.40	.27	.48	.31	.30	.39
Within Command	.53	.44	.41	.26	.49	.31	.33	.40
Within Rank & Command	.53	.44	.42	.27	.49	.32	.33	.40
NCO Ratings								
Overall	.43	.28	.29	.21	.38	.26	.28	.30
Within Command	.44	.34	.30	.22	.42	.27	.31	.33
Officer Ratings								
Overall	.55	.47	.48	.38	.50	.32	.31	.43
Within Command	.57	.48	.51	.38	.55	.37	.37	.46
Civilian Ratings								
Overall		.47			.48			.48
Within Command		.47			.48			.48
FORSCOM Ratings								
Overall	.45	.32	.37	.24	.44	.28	.36	.35
Within Rank	.48	.33	.41	.26	.44	.28	.37	.37
TRADOC Ratings								
Overall	.49	.40	.35	.26	.43	.30	.19	.35
Within Rank	.50	.41	.35	.26	.44	.32	.19	.35

Table H-6

Activity Questionnaire  
Single-rater Reliability Estimates by MOS for Core Technical Importance Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.44	.37	.38	.24	.39	.26	.27	.34
Within Rank	.47	.41	.42	.26	.40	.26	.28	.36
Within Command	.47	.43	.43	.25	.42	.27	.34	.37
Within Rank & Command	.47	.43	.44	.26	.42	.28	.35	.38
NCO Ratings								
Overall	.41	.29	.30	.19	.34	.22	.28	.29
Within Command	.42	.36	.31	.20	.36	.22	.33	.31
Officer Ratings								
Overall	.48	.43	.49	.37	.47	.34	.23	.40
Within Command	.51	.44	.52	.37	.49	.37	.33	.43
Civilian Ratings								
Overall		.42			.44			.43
Within Command		.42			.44			.43
FORSCOM Ratings								
Overall	.40	.31	.40	.22	.39	.27	.36	.34
Within Rank	.42	.32	.44	.24	.41	.28	.37	.35
TRADOC Ratings								
Overall	.47	.37	.34	.26	.39	.26	.15	.32
Within Rank	.50	.38	.35	.26	.39	.26	.16	.33

Table H-7

Activity Questionnaire  
 Single-rater Reliability Estimates by MOS for General Soldiering Importance Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.45	.34	.32	.20	.31	.27	.27	.31
Within Rank	.53	.45	.37	.23	.32	.28	.29	.35
Within Command	.53	.45	.37	.22	.35	.30	.32	.36
Within Rank & Command	.53	.45	.37	.23	.36	.30	.32	.37
NCO Ratings								
Overall	.39	.33	.28	.19	.29	.24	.28	.29
Within Command	.42	.53	.29	.20	.30	.26	.33	.33
Officer Ratings								
Overall	.49	.33	.36	.26	.37	.48	.25	.36
Within Command	.54	.34	.38	.27	.40	.61	.30	.41
Civilian Ratings								
Overall		.31			.34			.33
Within Command		.31			.34			.33
FORSCOM Ratings								
Overall	.42	.29	.29	.20	.32	.29	.33	.31
Within Rank	.56	.32	.32	.22	.33	.29	.34	.34
TRADOC Ratings								
Overall	.45	.34	.32	.21	.32	.24	.17	.29
Within Rank	.48	.36	.33	.21	.32	.24	.18	.30

Table H-8

Activity Questionnaire  
Single-rater Reliability Estimates by MOS for Overall Job Importance Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.47	.35	.34	.22	.36	.27	.25	.32
Within Rank	.55	.39	.41	.23	.36	.28	.26	.35
Within Command	.55	.40	.41	.23	.38	.29	.30	.37
Within Rank & Command	.55	.40	.42	.23	.38	.29	.30	.37
NCO Ratings								
Overall	.43	.27	.28	.19	.32	.24	.26	.28
Within Command	.47	.33	.30	.20	.34	.25	.30	.31
Officer Ratings								
Overall	.51	.39	.40	.30	.44	.30	.24	.37
Within Command	.55	.40	.44	.30	.46	.34	.29	.40
Civilian Ratings								
Overall		.40			.35			.38
Within Command		.40			.35			.38
FORSCOM Ratings								
Overall	.43	.28	.35	.20	.36	.29	.32	.32
Within Rank	.47	.30	.39	.22	.37	.29	.32	.34
TRADOC Ratings								
Overall	.46	.37	.31	.23	.37	.25	.17	.31
Within Rank	.51	.38	.32	.23	.37	.25	.17	.32

Table H-9

Hybrid Questionnaire  
 Single-rater Reliability Estimates by MOS for Frequency Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.47	.42	.39	.39	.47	.42	.34	.41
Within Rank	.51	.42	.43	.56	.51	.47	.35	.46
Within Command	.53	.43	.43	.54	.49	.45	.35	.46
Within Rank & Command	.53	.43	.43	.56	.52	.48	.35	.47
NCO Ratings								
Overall	.44	.35	.34	.29	.44	.42	.31	.37
Within Command	.47	.36	.36	.33	.46	.44	.31	.39
Officer Ratings								
Overall	.51	.49	.48	.52	.50	.37	.36	.46
Within Command	.53	.50	.50	.59	.52	.43	.37	.49
Civilian Ratings								
Overall		.50			.56			.53
Within Command		.50			.56			.53
FORSCOM Ratings								
Overall	.47	.42	.46	.37	.47	.41	.37	.42
Within Rank	.50	.42	.51	.50	.49	.43	.38	.46
TRADOC Ratings								
Overall	.45	.40	.32	.32	.46	.41	.27	.38
Within Rank	.45	.40	.33	.34	.49	.50	.27	.40

Table H-10

Hybrid Questionnaire  
Single-rater Reliability Estimates by MOS for Core Technical Importance Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.41	.43	.38	.35	.44	.34	.33	.38
Within Rank	.44	.43	.41	.47	.47	.36	.34	.42
Within Command	.44	.44	.39	.45	.46	.36	.33	.41
Within Rank & Command	.45	.44	.41	.47	.49	.36	.35	.42
NCO Ratings								
Overall	.40	.39	.34	.24	.39	.33	.33	.35
Within Command	.42	.40	.35	.27	.40	.34	.33	.36
Officer Ratings								
Overall	.43	.51	.47	.48	.50	.35	.34	.44
Within Command	.44	.74	.49	.52	.52	.41	.34	.49
Civilian Ratings								
Overall		.42			.54			.48
Within Command		.42			.54			.48
FORSCOM Ratings								
Overall	.41	.43	.45	.33	.47	.37	.34	.40
Within Rank	.42	.43	.46	.41	.49	.38	.34	.42
TRADOC Ratings								
Overall	.39	.41	.30	.28	.42	.30	.30	.34
Within Rank	.41	.42	.32	.29	.45	.33	.30	.36

Table H-11

Hybrid Questionnaire  
 Single-rater Reliability Estimates by MOS for General Soldiering Importance Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.45	.41	.37	.36	.42	.34	.32	.38
Within Rank	.49	.42	.39	.53	.45	.36	.34	.43
Within Command	.49	.42	.39	.53	.43	.36	.34	.42
Within Rank & Command	.50	.43	.39	.53	.46	.37	.35	.43
NCO Ratings								
Overall	.43	.42	.33	.25	.37	.33	.29	.35
Within Command	.46	.43	.34	.31	.39	.34	.29	.37
Officer Ratings								
Overall	.45	.41	.38	.43	.49	.34	.38	.41
Within Command	.46	.43	.42	.47	.52	.40	.43	.45
Civilian Ratings								
Overall		.33			.38			.36
Within Command		.33			.38			.36
FORSCOM Ratings								
Overall	.44	.43	.39	.34	.47	.37	.36	.40
Within Rank	.46	.43	.39	.46	.48	.38	.39	.43
TRADOC Ratings								
Overall	.42	.39	.33	.29	.37	.29	.24	.33
Within Rank	.43	.41	.36	.31	.40	.33	.24	.35

Table H-12

Hybrid Questionnaire  
Single-rater Reliability Estimates by MOS for Overall Job Importance Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.46	.42	.39	.37	.42	.36	.34	.39
Within Rank	.50	.43	.44	.52	.44	.38	.37	.44
Within Command	.50	.43	.44	.51	.40	.39	.36	.44
Within Rank & Command	.51	.43	.44	.52	.46	.40	.37	.45
NCO Ratings								
Overall	.44	.41	.35	.28	.38	.36	.33	.36
Within Command	.48	.41	.36	.32	.39	.38	.33	.39
Officer Ratings								
Overall	.45	.45	.44	.45	.49	.33	.34	.42
Within Command	.46	.49	.51	.48	.50	.40	.36	.46
Civilian Ratings								
Overall		.42			.39			.41
Within Command		.42			.39			.41
FORSCOM Ratings								
Overall	.44	.43	.43	.35	.46	.39	.36	.41
Within Rank	.47	.43	.44	.44	.48	.40	.39	.44
TRADOC Ratings								
Overall	.43	.41	.32	.31	.39	.32	.37	.36
Within Rank	.45	.41	.37	.32	.41	.37	.37	.39

Table H-13

Hybrid Questionnaire  
Single-rater Reliability Estimates by MOS for Difficulty Ratings

	16S	19K	67N	76Y	88M	91A	94B	Mean Across MOS
All Ratings								
Overall	.33	.28	.33	.26	.31	.21	.23	.28
Within Rank	.36	.29	.36	.37	.34	.25	.28	.32
Within Command	.36	.29	.36	.37	.33	.22	.24	.31
Within Rank & Command	.36	.29	.36	.37	.36	.26	.30	.33
NCO Ratings								
Overall	.31	.24	.31	.17	.28	.25	.25	.26
Within Command	.35	.24	.32	.24	.30	.25	.25	.28
Officer Ratings								
Overall	.34	.27	.37	.34	.35	.17	.16	.29
Within Command	.34	.30	.39	.34	.36	.19	.17	.30
Civilian Ratings								
Overall		.31			.36			.34
Within Command		.31			.36			.34
FORSCOM Ratings								
Overall	.32	.29	.39	.27	.34	.24	.26	.30
Within Rank	.35	.29	.41	.39	.36	.28	.29	.34
TRADOC Ratings								
Overall	.28	.24	.25	.19	.27	.14	.14	.22
Within Rank	.28	.25	.27	.20	.28	.20	.18	.24

**APPENDIX I**

**INTER-RATER RELIABILITIES FOR PHASE 2 VALIDITY JUDGMENTS:  
22 NON-INTEREST ATTRIBUTES FOR 5 JOB AREAS**

22 ATTRIBUTES x 5 JOB AREAS: 16S ALL JUDGES

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	2734.402	4	683.601
Attribute	4197.486	21	199.880
Descriptor x Attribute	4992.739	84	59.437
Rater	7734.689	88	87.894
Rater x Descriptor	3994.125	352	11.347
Rater x Attribute	12079.432	1848	6.536
Rater x Desc. x Att.	12205.934	7392	1.651

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.282  
 Mean of ten raters: 0.797  
 Mean of twenty raters: 0.887  
 Mean of thirty raters: 0.922  
 Mean of all raters (89) for this problem: 0.972

22 ATTRIBUTES x 5 JOB AREAS: 16S TRADOC, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	1131.335	4	282.834
Attribute	960.329	21	45.730
Descriptor x Attribute	1626.798	84	19.367
Rater	2061.484	20	103.074
Rater x Descriptor	1270.356	80	15.879
Rater x Attribute	2486.116	420	5.919
Rater x Desc. x Att.	2938.711	1680	1.749

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.324  
 Mean of ten raters: 0.827  
 Mean of twenty raters: 0.906  
 Mean of thirty raters: 0.935  
 Mean of all raters (21) for this problem: 0.910

22 ATTRIBUTES x 5 JOB AREAS: 16S FORSCOM, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	1701.324	4	425.331
Attribute	3365.266	21	160.251
Descriptor x Attribute	3524.082	84	41.953
Rater	5587.493	67	83.395
Rater x Descriptor	2625.512	268	9.797
Rater x Attribute	9465.207	1407	6.727
Rater x Desc. x Att.	9109.082	5628	1.619

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.268  
 Mean of ten raters: 0.786  
 Mean of twenty raters: 0.880  
 Mean of thirty raters: 0.917  
 Mean of all raters (68) for this problem: 0.961

22 ATTRIBUTES x 5 JOB AREAS: 16S OFFICERS, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	1762.460	4	440.615
Attribute	2287.553	21	108.931
Descriptor x Attribute	3532.626	84	42.055
Rater	2127.294	34	62.567
Rater x Descriptor	1276.831	136	9.388
Rater x Attribute	3150.192	714	4.412
Rater x Desc. x Att.	4516.085	2856	1.581

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.422  
 Mean of ten raters: 0.880  
 Mean of twenty raters: 0.936  
 Mean of thirty raters: 0.956  
 Mean of all raters (35) for this problem: 0.962

22 ATTRIBUTES x 5 JOB AREAS: 16S NCO, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	1163.590	4	290.898
Attribute	2210.794	21	105.276
Descriptor x Attribute	1952.325	84	23.242
Rater	4399.300	51	86.261
Rater x Descriptor	2449.046	204	12.005
Rater x Attribute	8474.515	1071	7.913
Rater x Desc. x Att.	7082.638	4284	1.653

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.201  
 Mean of ten raters: 0.715  
 Mean of twenty raters: 0.834  
 Mean of thirty raters: 0.883  
 Mean of all raters (52) for this problem: 0.929

22 ATTRIBUTES x 5 JOB AREAS: 16S TRADOC OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	527.681	4	131.920
Attribute	730.546	21	34.788
Descriptor x Attribute	1172.186	84	13.955
Rater	508.796	8	63.599
Rater x Descriptor	274.537	32	8.579
Rater x Attribute	754.626	168	4.492
Rater x Desc. x Att.	1129.596	672	1.681

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.448  
 Mean of ten raters: 0.890  
 Mean of twenty raters: 0.942  
 Mean of thirty raters: 0.961  
 Mean of all raters ( 9) for this problem: 0.880

22 ATTRIBUTES x 5 JOB AREAS: 16S TRADOC NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	733.445	4	183.361
Attribute	502.615	21	23.934
Descriptor x Attribute	736.235	84	8.765
Rater	405.786	9	45.087
Rater x Descriptor	789.427	36	21.929
Rater x Attribute	1304.794	189	6.904
Rater x Desc. x Att.	1412.493	756	1.868

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.270  
 Mean of ten raters: 0.787  
 Mean of twenty raters: 0.881  
 Mean of thirty raters: 0.917  
 Mean of all raters (10) for this problem: 0.787

22 ATTRIBUTES x 5 JOB AREAS: 16S FORSCOM OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	1242.232	4	310.558
Attribute	1662.814	21	79.182
Descriptor x Attribute	2555.999	84	30.429
Rater	1572.819	25	62.913
Rater x Descriptor	994.841	100	9.948
Rater x Attribute	2289.758	525	4.361
Rater x Desc. x Att.	3190.929	2100	1.519

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.423  
 Mean of ten raters: 0.880  
 Mean of twenty raters: 0.936  
 Mean of thirty raters: 0.956  
 Mean of all raters (26) for this problem: 0.950

22 ATTRIBUTES x 5 JOB AREAS: 16S FORSCOM NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	630.742	4	157.685
Attribute	1885.100	21	89.767
Descriptor x Attribute	1383.401	84	16.469
Rater	3964.700	41	96.700
Rater x Descriptor	1459.022	164	8.896
Rater x Attribute	6992.800	861	8.122
Rater x Desc. x Att.	5502.835	3444	1.598

The intra-class coefficients for the vector of attribute x descriptor ratings are:

- Single rater: 0.181
- Mean of ten raters: 0.689
- Mean of twenty raters: 0.816
- Mean of thirty raters: 0.869
- Mean of all raters (42) for this problem: 0.903

22 ATTRIBUTES x 5 JOB AREAS: 19K ALL JUDGES

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	1600.771	4	400.193
Attribute	2669.454	21	127.117
Descriptor x Attribute	2957.735	84	35.211
Rater	5270.144	52	101.349
Rater x Descriptor	2469.993	208	11.875
Rater x Attribute	5555.946	1092	5.088
Rater x Desc. x Att.	6741.502	4368	1.543

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.292  
 Mean of ten raters: 0.805  
 Mean of twenty raters: 0.892  
 Mean of thirty raters: 0.925  
 Mean of all raters (53) for this problem: 0.956

22 ATTRIBUTES x 5 JOB AREAS: 19K TRADOC, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	1104.560	4	276.140
Attribute	1312.468	21	62.498
Descriptor x Attribute	1744.385	84	20.766
Rater	2577.468	21	122.737
Rater x Descriptor	1358.021	84	16.167
Rater x Attribute	2303.814	441	5.224
Rater x Desc. x Att.	2653.833	1764	1.504

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.368  
 Mean of ten raters: 0.853  
 Mean of twenty raters: 0.921  
 Mean of thirty raters: 0.946  
 Mean of all raters (22) for this problem: 0.928

22 ATTRIBUTES x 5 JOB AREAS: 19K FORSCOM, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	595.256	4	148.814
Attribute	1453.953	21	69.236
Descriptor x Attribute	1398.124	84	16.644
Rater	2401.919	30	80.064
Rater x Descriptor	1012.926	120	8.441
Rater x Attribute	3155.165	630	5.008
Rater x Desc. x Att.	3902.894	2520	1.549

The intra-class coefficients for the vector of attribute x descriptor ratings are:

- Single rater: 0.239
- Mean of ten raters: 0.759
- Mean of twenty raters: 0.863
- Mean of thirty raters: 0.904
- Mean of all raters (31) for this problem: 0.907

22 ATTRIBUTES x 5 JOB AREAS: 19K NCO, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	510.542	4	127.635
Attribute	1043.368	21	49.684
Descriptor x Attribute	968.966	84	11.535
Rater	2752.737	25	110.109
Rater x Descriptor	956.149	100	9.561
Rater x Attribute	2527.132	525	4.814
Rater x Desc. x Att.	2799.943	2100	1.333

The intra-class coefficients for the vector of attribute x descriptor ratings are:

- Single rater: 0.227
- Mean of ten raters: 0.746
- Mean of twenty raters: 0.855
- Mean of thirty raters: 0.898
- Mean of all raters (26) for this problem: 0.884

22 ATTRIBUTES x 5 JOB AREAS: 19K OFFICERS, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	592.328	4	148.082
Attribute	1545.482	21	73.594
Descriptor x Attribute	1583.588	84	18.852
Rater	1716.532	18	95.363
Rater x Descriptor	740.817	72	10.289
Rater x Attribute	1929.636	378	5.105
Rater x Desc. x Att.	2704.067	1512	1.788

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.334  
 Mean of ten raters: 0.834  
 Mean of twenty raters: 0.909  
 Mean of thirty raters: 0.938  
 Mean of all raters (19) for this problem: 0.905

22 ATTRIBUTES x 5 JOB AREAS: 19K TRADOC NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	215.722	4	53.930
Attribute	595.102	21	28.338
Descriptor x Attribute	543.198	84	6.467
Rater	1333.458	9	148.162
Rater x Descriptor	457.005	36	12.695
Rater x Attribute	987.862	189	5.227
Rater x Desc. x Att.	1088.475	756	1.440

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.259  
 Mean of ten raters: 0.777  
 Mean of twenty raters: 0.875  
 Mean of thirty raters: 0.913  
 Mean of all raters (10) for this problem: 0.777

22 ATTRIBUTES x 5 JOB AREAS: 19K TRADOC OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	388.264	4	97.066
Attribute	585.193	21	27.866
Descriptor x Attribute	742.136	84	8.835
Rater	242.007	3	80.669
Rater x Descriptor	130.664	12	10.889
Rater x Attribute	268.343	63	4.259
Rater x Desc. x Att.	381.736	252	1.515

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.547  
 Mean of ten raters: 0.924  
 Mean of twenty raters: 0.960  
 Mean of thirty raters: 0.973  
 Mean of all raters ( 4) for this problem: 0.829

22 ATTRIBUTES x 5 JOB AREAS: 19K FORSCOM NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	298.593	4	74.648
Attribute	542.541	21	25.835
Descriptor x Attribute	520.007	84	6.191
Rater	1405.468	15	93.698
Rater x Descriptor	495.370	60	8.256
Rater x Attribute	1444.995	315	4.587
Rater x Desc. x Att.	1617.230	1260	1.284

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.193  
 Mean of ten raters: 0.705  
 Mean of twenty raters: 0.827  
 Mean of thirty raters: 0.878  
 Mean of all raters (16) for this problem: 0.793

22 ATTRIBUTES x 5 JOB AREAS: 19K FORSCOM OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	298.855	4	74.714
Attribute	1067.944	21	50.854
Descriptor x Attribute	1045.625	84	12.448
Rater	996.176	14	71.155
Rater x Descriptor	515.364	56	9.203
Rater x Attribute	1553.638	294	5.284
Rater x Desc. x Att.	2118.156	1176	1.801

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.283  
 Mean of ten raters: 0.798  
 Mean of twenty raters: 0.887  
 Mean of thirty raters: 0.922  
 Mean of all raters (15) for this problem: 0.855

22 ATTRIBUTES x 5 JOB AREAS: 19K TRADOC CIVILIANS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	687.302	4	171.826
Attribute	391.377	21	18.637
Descriptor x Attribute	794.998	84	9.464
Rater	654.795	7	93.542
Rater x Descriptor	583.625	28	20.844
Rater x Attribute	788.405	147	5.363
Rater x Desc. x Att.	847.675	588	1.442

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.410  
 Mean of ten raters: 0.874  
 Mean of twenty raters: 0.933  
 Mean of thirty raters: 0.954  
 Mean of all raters ( 8) for this problem: 0.848

22 ATTRIBUTES x 5 JOB AREAS: 67N ALL JUDGES

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	1652.634	4	413.158
Attribute	2662.011	21	126.762
Descriptor x Attribute	2922.394	84	34.790
Rater	4337.747	57	76.101
Rater x Descriptor	1985.257	228	8.707
Rater x Attribute	6415.670	1197	5.360
Rater x Desc. x Att.	7108.515	4788	1.485

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.279  
 Mean of ten raters: 0.795  
 Mean of twenty raters: 0.886  
 Mean of thirty raters: 0.921  
 Mean of all raters (58) for this problem: 0.957

22 ATTRIBUTES x 5 JOB AREAS: 67N OFFICERS, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	999.813	4	249.953
Attribute	1609.137	21	76.626
Descriptor x Attribute	2222.726	84	26.461
Rater	1458.726	22	66.306
Rater x Descriptor	746.551	88	8.484
Rater x Attribute	1978.126	462	4.282
Rater x Desc. x Att.	2844.510	1848	1.539

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.413  
 Mean of ten raters: 0.876  
 Mean of twenty raters: 0.934  
 Mean of thirty raters: 0.955  
 Mean of all raters (23) for this problem: 0.942

22 ATTRIBUTES x 5 JOB AREAS: 67N NCO, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	685.841	4	171.460
Attribute	1197.231	21	57.011
Descriptor x Attribute	1051.312	84	12.516
Rater	2236.659	33	67.778
Rater x Descriptor	1160.232	132	8.790
Rater x Attribute	4106.024	693	5.925
Rater x Desc. x Att.	3776.616	2772	1.362

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.194  
 Mean of ten raters: 0.707  
 Mean of twenty raters: 0.828  
 Mean of thirty raters: 0.878  
 Mean of all raters (34) for this problem: 0.891

22 ATTRIBUTES x 5 JOB AREAS: 67N FORSCOM, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	745.086	4	186.272
Attribute	1060.778	21	50.513
Descriptor x Attribute	1957.422	84	23.303
Rater	1722.980	25	68.919
Rater x Descriptor	845.296	100	8.453
Rater x Attribute	2525.204	525	4.810
Rater x Desc. x Att.	3346.597	2100	1.594

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.344  
 Mean of ten raters: 0.840  
 Mean of twenty raters: 0.913  
 Mean of thirty raters: 0.940  
 Mean of all raters (26) for this problem: 0.932

22 ATTRIBUTES x 5 JOB AREAS: 67N FORSCOM OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	560.943	4	140.236
Attribute	975.031	21	46.430
Descriptor x Attribute	1742.124	84	20.740
Rater	839.561	14	59.969
Rater x Descriptor	557.766	56	9.960
Rater x Attribute	1284.705	294	4.370
Rater x Desc. x Att.	2098.367	1176	1.784

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.415  
 Mean of ten raters: 0.876  
 Mean of twenty raters: 0.934  
 Mean of thirty raters: 0.955  
 Mean of all raters (15) for this problem: 0.914

22 ATTRIBUTES x 5 JOB AREAS: 67N FORSCOM NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	209.334	4	52.333
Attribute	308.272	21	14.680
Descriptor x Attribute	450.848	84	5.367
Rater	757.190	10	75.719
Rater x Descriptor	262.339	40	6.558
Rater x Attribute	1017.974	210	4.847
Rater x Desc. x Att.	1012.679	840	1.206

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.239  
 Mean of ten raters: 0.758  
 Mean of twenty raters: 0.863  
 Mean of thirty raters: 0.904  
 Mean of all raters (11) for this problem: 0.775

22 ATTRIBUTES x 5 JOB AREAS: 67N TRADOC, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	916.098	4	229.025
Attribute	1702.293	21	81.062
Descriptor x Attribute	1170.802	84	13.938
Rater	2614.375	31	84.335
Rater x Descriptor	1131.411	124	9.124
Rater x Attribute	3789.407	651	5.821
Rater x Desc. x Att.	3556.089	2604	1.366

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.223  
 Mean of ten raters: 0.742  
 Mean of twenty raters: 0.852  
 Mean of thirty raters: 0.896  
 Mean of all raters (32) for this problem: 0.902

22 ATTRIBUTES x 5 JOB AREAS: 67N TRADOC OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	458.289	4	114.572
Attribute	721.009	21	34.334
Descriptor x Attribute	615.911	84	7.332
Rater	593.782	7	84.826
Rater x Descriptor	169.366	28	6.049
Rater x Attribute	606.518	147	4.126
Rater x Desc. x Att.	610.834	588	1.039

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.431  
 Mean of ten raters: 0.883  
 Mean of twenty raters: 0.938  
 Mean of thirty raters: 0.958  
 Mean of all raters ( 8) for this problem: 0.858

22 ATTRIBUTES x 5 JOB AREAS: 67N TRADOC NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	484.512	4	121.128
Attribute	1058.162	21	50.389
Descriptor x Attribute	678.496	84	8.077
Rater	1479.187	22	67.236
Rater x Descriptor	889.888	88	10.112
Rater x Attribute	2918.847	462	6.318
Rater x Desc. x Att.	2685.904	1848	1.453

The intra-class coefficients for the vector of attribute x descriptor ratings are:

- Single rater: 0.165
- Mean of ten raters: 0.665
- Mean of twenty raters: 0.799
- Mean of thirty raters: 0.856
- Mean of all raters (23) for this problem: 0.820

22 ATTRIBUTES x 5 JOB AREAS: 76Y TRADOC NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	197.611	4	49.403
Attribute	1005.997	21	47.905
Descriptor x Attribute	599.056	84	7.132
Rater	1580.997	11	143.727
Rater x Descriptor	288.298	44	6.552
Rater x Attribute	1507.403	231	6.526
Rater x Desc. x Att.	1076.635	924	1.165

The intra-class coefficients for the vector of attribute x descriptor ratings are:

- Single rater: 0.299
- Mean of ten raters: 0.810
- Mean of twenty raters: 0.895
- Mean of thirty raters: 0.928
- Mean of all raters (12) for this problem: 0.837

22 ATTRIBUTES x 5 JOB AREAS: 76Y TRADOC OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	89.286	4	22.321
Attribute	579.782	21	27.609
Descriptor x Attribute	503.971	84	6.000
Rater	299.709	6	49.952
Rater x Descriptor	153.460	24	6.394
Rater x Attribute	709.891	126	5.634
Rater x Desc. x Att.	748.083	504	1.484

The intra-class coefficients for the vector of attribute x descriptor ratings are:

- Single rater: 0.303
- Mean of ten raters: 0.813
- Mean of twenty raters: 0.897
- Mean of thirty raters: 0.929
- Mean of all raters ( 7) for this problem: 0.753

22 ATTRIBUTES x 5 JOB AREAS: 76Y TRADOC, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	249.365	4	62.341
Attribute	1450.813	21	69.086
Descriptor x Attribute	1016.915	84	12.106
Rater	2125.902	19	111.890
Rater x Descriptor	505.435	76	6.650
Rater x Attribute	2415.678	399	6.054
Rater x Desc. x Att.	1962.685	1596	1.230

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.307  
 Mean of ten raters: 0.816  
 Mean of twenty raters: 0.898  
 Mean of thirty raters: 0.930  
 Mean of all raters (20) for this problem: 0.898

22 ATTRIBUTES x 5 JOB AREAS: 76Y FORSCOM NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	122.259	4	30.565
Attribute	535.039	21	25.478
Descriptor x Attribute	199.666	84	2.377
Rater	3244.907	15	216.327
Rater x Descriptor	1024.105	60	17.068
Rater x Attribute	2839.343	315	9.014
Rater x Desc. x Att.	1598.770	1260	1.269

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.052  
 Mean of ten raters: 0.353  
 Mean of twenty raters: 0.522  
 Mean of thirty raters: 0.621  
 Mean of all raters (16) for this problem: 0.466

22 ATTRIBUTES x 5 JOB AREAS: 76Y FORSCOM OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	404.052	4	101.013
Attribute	1322.876	21	62.994
Descriptor x Attribute	1063.148	84	12.657
Rater	1630.803	12	135.900
Rater x Descriptor	437.694	48	9.119
Rater x Attribute	1618.151	252	6.421
Rater x Desc. x Att.	1467.506	1008	1.456

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.372  
 Mean of ten raters: 0.855  
 Mean of twenty raters: 0.922  
 Mean of thirty raters: 0.947  
 Mean of all raters (13) for this problem: 0.885

22 ATTRIBUTES x 5 JOB AREAS: 76Y FORSCOM, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	337.923	4	84.481
Attribute	1497.523	21	71.311
Descriptor x Attribute	926.739	84	11.033
Rater	4919.300	28	175.689
Rater x Descriptor	1650.186	112	14.734
Rater x Attribute	4817.887	588	8.194
Rater x Desc. x Att.	3402.352	2352	1.447

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.186  
 Mean of ten raters: 0.696  
 Mean of twenty raters: 0.820  
 Mean of thirty raters: 0.873  
 Mean of all raters (29) for this problem: 0.869

22 ATTRIBUTES x 5 JOB AREAS: 76Y NCO, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	253.141	4	63.285
Attribute	1234.568	21	58.789
Descriptor x Attribute	637.702	84	7.592
Rater	4840.800	27	179.289
Rater x Descriptor	1379.132	108	12.770
Rater x Attribute	4653.214	567	8.207
Rater x Desc. x Att.	2836.425	2268	1.251

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.153  
 Mean of ten raters: 0.644  
 Mean of twenty raters: 0.784  
 Mean of thirty raters: 0.845  
 Mean of all raters (28) for this problem: 0.835

22 ATTRIBUTES x 5 JOB AREAS: 76Y OFFICERS, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	462.497	4	115.624
Attribute	1824.528	21	86.882
Descriptor x Attribute	1452.343	84	17.290
Rater	2146.318	19	112.964
Rater x Descriptor	621.994	76	8.184
Rater x Attribute	2406.172	399	6.031
Rater x Desc. x Att.	2330.366	1596	1.460

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.352  
 Mean of ten raters: 0.844  
 Mean of twenty raters: 0.916  
 Mean of thirty raters: 0.942  
 Mean of all raters (20) for this problem: 0.916

22 ATTRIBUTES x 5 JOB AREAS: 76Y ALL JUDGES

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	564.226	4	141.057
Attribute	2843.043	21	135.383
Descriptor x Attribute	1817.741	84	21.640
Rater	7065.592	48	147.200
Rater x Descriptor	2178.683	192	11.347
Rater x Attribute	7338.857	1008	7.281
Rater x Desc. x Att.	5490.950	4032	1.362

The intra-class coefficients for the vector of attribute x descriptor ratings are:

- Single rater: 0.233
- Mean of ten raters: 0.752
- Mean of twenty raters: 0.859
- Mean of thirty raters: 0.901
- Mean of all raters (49) for this problem: 0.937

22 ATTRIBUTES x 5 JOB AREAS: 88M TRADOC NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	416.088	4	104.022
Attribute	425.390	21	20.257
Descriptor x Attribute	753.358	84	8.969
Rater	2056.771	12	171.398
Rater x Descriptor	366.985	48	7.646
Rater x Attribute	1469.937	252	5.833
Rater x Desc. x Att.	1686.769	1008	1.673

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.251  
 Mean of ten raters: 0.770  
 Mean of twenty raters: 0.870  
 Mean of thirty raters: 0.910  
 Mean of all raters (13) for this problem: 0.813

22 ATTRIBUTES x 5 JOB AREAS: 88M TRADOC OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	79.247	4	19.812
Attribute	444.038	21	21.145
Descriptor x Attribute	340.353	84	4.052
Rater	104.065	4	26.016
Rater x Descriptor	121.298	16	7.581
Rater x Attribute	417.935	84	4.975
Rater x Desc. x Att.	465.902	336	1.387

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.278  
 Mean of ten raters: 0.794  
 Mean of twenty raters: 0.885  
 Mean of thirty raters: 0.920  
 Mean of all raters ( 5) for this problem: 0.658

22 ATTRIBUTES x 5 JOB AREAS: 88M TRADOC, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	474.403	4	118.601
Attribute	768.050	21	36.574
Descriptor x Attribute	1051.033	84	12.512
Rater	2604.686	21	124.033
Rater x Descriptor	614.851	84	7.320
Rater x Attribute	2286.496	441	5.185
Rater x Desc. x Att.	2486.512	1764	1.410

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.264  
 Mean of ten raters: 0.782  
 Mean of twenty raters: 0.877  
 Mean of thirty raters: 0.915  
 Mean of all raters (22) for this problem: 0.887

22 ATTRIBUTES x 5 JOB AREAS: 88M FORSCOM NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	103.461	4	25.865
Attribute	662.425	21	31.544
Descriptor x Attribute	397.886	84	4.737
Rater	1386.871	18	77.048
Rater x Descriptor	451.775	72	6.275
Rater x Attribute	2515.066	378	6.654
Rater x Desc. x Att.	2480.078	1512	1.640

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.090  
 Mean of ten raters: 0.498  
 Mean of twenty raters: 0.665  
 Mean of thirty raters: 0.749  
 Mean of all raters (19) for this problem: 0.654

22 ATTRIBUTES x 5 JOB AREAS: 88M FORSCOM OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	532.676	4	133.169
Attribute	1809.825	21	86.182
Descriptor x Attribute	1506.684	84	17.937
Rater	563.513	9	62.613
Rater x Descriptor	242.815	36	6.745
Rater x Attribute	942.447	189	4.986
Rater x Desc. x Att.	1480.225	756	1.958

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.449  
 Mean of ten raters: 0.891  
 Mean of twenty raters: 0.942  
 Mean of thirty raters: 0.961  
 Mean of all raters (10) for this problem: 0.891

22 ATTRIBUTES x 5 JOB AREAS: 88M FORSCOM, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	430.663	4	107.666
Attribute	1689.861	21	80.470
Descriptor x Attribute	1290.509	84	15.363
Rater	2459.945	28	87.855
Rater x Descriptor	900.064	112	8.036
Rater x Attribute	4239.903	588	7.211
Rater x Desc. x Att.	4574.364	2352	1.945

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.192  
 Mean of ten raters: 0.704  
 Mean of twenty raters: 0.826  
 Mean of thirty raters: 0.877  
 Mean of all raters (29) for this problem: 0.873

22 ATTRIBUTES x 5 JOB AREAS: 88M NCO, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	310.982	4	77.746
Attribute	941.855	21	44.850
Descriptor x Attribute	866.990	84	10.321
Rater	3150.223	28	112.508
Rater x Descriptor	830.090	112	7.412
Rater x Attribute	3786.591	588	6.440
Rater x Desc. x Att.	3934.337	2352	1.673

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.151  
 Mean of ten raters: 0.641  
 Mean of twenty raters: 0.781  
 Mean of thirty raters: 0.842  
 Mean of all raters (29) for this problem: 0.838

22 ATTRIBUTES x 5 JOB AREAS: 88M TRADOC CIVILIANS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	84.082	4	21.020
Attribute	130.339	21	6.207
Descriptor x Attribute	148.718	84	1.770
Rater	144.843	3	48.281
Rater x Descriptor	21.555	12	1.796
Rater x Attribute	166.907	63	2.649
Rater x Desc. x Att.	142.445	252	0.565

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.348  
 Mean of ten raters: 0.842  
 Mean of twenty raters: 0.914  
 Mean of thirty raters: 0.941  
 Mean of all raters ( 4) for this problem: 0.681

22 ATTRIBUTES x 5 JOB AREAS: 88M OFFICERS, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	499.313	4	124.828
Attribute	2087.741	21	99.416
Descriptor x Attribute	1629.141	84	19.395
Rater	887.549	14	63.396
Rater x Descriptor	476.724	56	8.513
Rater x Attribute	1526.504	294	5.192
Rater x Desc. x Att.	2164.023	1176	1.840

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.389  
 Mean of ten raters: 0.864  
 Mean of twenty raters: 0.927  
 Mean of thirty raters: 0.950  
 Mean of all raters (15) for this problem: 0.905

22 ATTRIBUTES x 5 JOB AREAS: 88M ALL JUDGES

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	783.436	4	195.859
Attribute	2238.076	21	106.575
Descriptor x Attribute	2193.576	84	26.114
Rater	5079.791	50	101.596
Rater x Descriptor	1636.546	200	8.183
Rater x Attribute	6746.233	1050	6.425
Rater x Desc. x Att.	7208.842	4200	1.716

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.218  
 Mean of ten raters: 0.736  
 Mean of twenty raters: 0.848  
 Mean of thirty raters: 0.893  
 Mean of all raters (51) for this problem: 0.934

22 ATTRIBUTES x 5 JOB AREAS: 91A TRADOC NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	527.385	4	131.846
Attribute	1117.191	21	53.200
Descriptor x Attribute	1047.788	84	12.474
Rater	1485.688	14	106.121
Rater x Descriptor	432.087	56	7.716
Rater x Attribute	1795.618	294	6.108
Rater x Desc. x Att.	2301.539	1176	1.957

The intra-class coefficients for the vector of attribute x descriptor ratings are:

- Single rater: 0.264
- Mean of ten raters: 0.782
- Mean of twenty raters: 0.878
- Mean of thirty raters: 0.915
- Mean of all raters (15) for this problem: 0.843

22 ATTRIBUTES x 5 JOB AREAS: 91A TRADOC OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	317.744	4	79.436
Attribute	657.869	21	31.327
Descriptor x Attribute	584.838	84	6.962
Rater	1626.332	10	162.633
Rater x Descriptor	397.329	40	9.933
Rater x Attribute	1017.268	210	4.844
Rater x Desc. x Att.	1042.889	840	1.242

The intra-class coefficients for the vector of attribute x descriptor ratings are:

- Single rater: 0.295
- Mean of ten raters: 0.807
- Mean of twenty raters: 0.893
- Mean of thirty raters: 0.926
- Mean of all raters (11) for this problem: 0.822

22 ATTRIBUTES x 5 JOB AREAS: 88M TRADOC, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	820.208	4	205.052
Attribute	1655.352	21	78.826
Descriptor x Attribute	1499.745	84	17.854
Rater	3638.222	25	145.529
Rater x Descriptor	854.337	100	8.543
Rater x Attribute	2932.593	525	5.586
Rater x Desc. x Att.	3477.309	2100	1.656

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.273  
 Mean of ten raters: 0.790  
 Mean of twenty raters: 0.883  
 Mean of thirty raters: 0.919  
 Mean of all raters (26) for this problem: 0.907

22 ATTRIBUTES x 5 JOB AREAS: 91A FORSCOM NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	360.185	4	90.046
Attribute	733.338	21	34.921
Descriptor x Attribute	374.935	84	4.464
Rater	2338.804	14	167.057
Rater x Descriptor	475.760	56	8.496
Rater x Attribute	1863.916	294	6.340
Rater x Desc. x Att.	1564.720	1176	1.331

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.136  
 Mean of ten raters: 0.611  
 Mean of twenty raters: 0.758  
 Mean of thirty raters: 0.825  
 Mean of all raters (15) for this problem: 0.702

22 ATTRIBUTES x 5 JOB AREAS: 91A FORSCOM OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	303.339	4	75.835
Attribute	1203.609	21	57.315
Descriptor x Attribute	1129.602	84	13.448
Rater	1130.550	16	70.659
Rater x Descriptor	389.097	64	6.080
Rater x Attribute	1630.909	336	4.854
Rater x Desc. x Att.	1825.561	1344	1.358

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.344  
 Mean of ten raters: 0.840  
 Mean of twenty raters: 0.913  
 Mean of thirty raters: 0.940  
 Mean of all raters (17) for this problem: 0.899

22 ATTRIBUTES x 5 JOB AREAS: 88M FORSCOM, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	642.501	4	160.625
Attribute	1796.131	21	85.530
Descriptor x Attribute	1326.024	84	15.786
Rater	3855.652	31	124.376
Rater x Descriptor	885.881	124	7.144
Rater x Attribute	3635.642	651	5.585
Rater x Desc. x Att.	3568.794	2604	1.371

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.247  
 Mean of ten raters: 0.767  
 Mean of twenty raters: 0.868  
 Mean of thirty raters: 0.908  
 Mean of all raters (32) for this problem: 0.913

22 ATTRIBUTES x 5 JOB AREAS: 91A NCO, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	846.452	4	211.613
Attribute	1683.084	21	80.147
Descriptor x Attribute	1201.508	84	14.304
Rater	4104.347	29	141.529
Rater x Descriptor	948.967	116	8.181
Rater x Attribute	3826.980	609	6.284
Rater x Desc. x Att.	4087.473	2436	1.678

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.201  
 Mean of ten raters: 0.715  
 Mean of twenty raters: 0.834  
 Mean of thirty raters: 0.883  
 Mean of all raters (30) for this problem: 0.883

22 ATTRIBUTES x 5 JOB AREAS: 91A OFFICERS, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	590.206	4	147.551
Attribute	1681.029	21	80.049
Descriptor x Attribute	1609.351	84	19.159
Rater	3419.388	27	126.644
Rater x Descriptor	817.303	108	7.568
Rater x Attribute	2828.626	567	4.989
Rater x Desc. x Att.	2973.540	2268	1.311

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.327  
 Mean of ten raters: 0.829  
 Mean of twenty raters: 0.907  
 Mean of thirty raters: 0.936  
 Mean of all raters (28) for this problem: 0.932

22 ATTRIBUTES x 5 JOB AREAS: 91A ALL JUDGES

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	1427.015	4	356.754
Attribute	3234.774	21	154.037
Descriptor x Attribute	2682.378	84	31.933
Rater	7523.736	57	131.995
Rater x Descriptor	1775.913	228	7.789
Rater x Attribute	6784.944	1197	5.668
Rater x Desc. x Att.	7189.494	4788	1.502

The intra-class coefficients for the vector  
of attribute x descriptor ratings are:

Single rater: 0.259  
 Mean of ten raters: 0.777  
 Mean of twenty raters: 0.875  
 Mean of thirty raters: 0.913  
 Mean of all raters (58) for this problem: 0.953

22 ATTRIBUTES x 5 JOB AREAS: 94B TRADOC NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	68.561	4	17.140
Attribute	793.782	21	37.799
Descriptor x Attribute	356.139	84	4.240
Rater	770.545	7	110.078
Rater x Descriptor	362.693	28	12.953
Rater x Attribute	1043.255	147	7.097
Rater x Desc. x Att.	1017.007	588	1.730

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.154  
 Mean of ten raters: 0.645  
 Mean of twenty raters: 0.784  
 Mean of thirty raters: 0.845  
 Mean of all raters ( 8 ) for this problem: 0.592

22 ATTRIBUTES x 5 JOB AREAS: 94B TRADOC OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	14.506	4	3.627
Attribute	453.765	21	21.608
Descriptor x Attribute	246.561	84	2.935
Rater	1405.735	5	281.147
Rater x Descriptor	250.439	20	12.522
Rater x Attribute	465.898	105	4.437
Rater x Desc. x Att.	490.094	420	1.167

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.202  
 Mean of ten raters: 0.716  
 Mean of twenty raters: 0.835  
 Mean of thirty raters: 0.883  
 Mean of all raters ( 6 ) for this problem: 0.602

22 ATTRIBUTES x 5 JOB AREAS: 94B TRADOC, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	64.078	4	16.019
Attribute	1113.084	21	53.004
Descriptor x Attribute	517.894	84	6.165
Rater	2235.712	13	171.978
Rater x Descriptor	632.122	52	12.156
Rater x Attribute	1643.616	273	6.021
Rater x Desc. x Att.	1591.906	1092	1.458

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.187  
 Mean of ten raters: 0.698  
 Mean of twenty raters: 0.822  
 Mean of thirty raters: 0.874  
 Mean of all raters (14) for this problem: 0.764

22 ATTRIBUTES x 5 JOB AREAS: 94B FORSCOM NCO

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	71.576	4	17.894
Attribute	810.973	21	38.618
Descriptor x Attribute	178.249	84	2.122
Rater	1521.143	15	101.410
Rater x Descriptor	287.078	60	4.785
Rater x Attribute	2744.282	315	8.712
Rater x Desc. x Att.	1335.497	1260	1.060

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.059  
 Mean of ten raters: 0.385  
 Mean of twenty raters: 0.556  
 Mean of thirty raters: 0.653  
 Mean of all raters (16) for this problem: 0.501

22 ATTRIBUTES x 5 JOB AREAS: 94B FORSCOM OFFICERS

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	233.041	4	58.260
Attribute	1372.798	21	65.371
Descriptor x Attribute	1066.926	84	12.701
Rater	505.863	11	45.988
Rater x Descriptor	508.050	44	11.547
Rater x Attribute	2105.920	231	9.117
Rater x Desc. x Att.	1627.583	924	1.761

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.341  
 Mean of ten raters: 0.838  
 Mean of twenty raters: 0.912  
 Mean of thirty raters: 0.939  
 Mean of all raters (12) for this problem: 0.861

22 ATTRIBUTES x 5 JOB AREAS: 94B FORSCOM, NCO & OFFICERS COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	199.032	4	49.758
Attribute	1882.648	21	89.650
Descriptor x Attribute	860.496	84	10.244
Rater	2082.954	27	77.146
Rater x Descriptor	900.713	108	8.340
Rater x Attribute	5151.324	567	9.085
Rater x Desc. x Att.	3347.758	2268	1.476

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.175  
 Mean of ten raters: 0.680  
 Mean of twenty raters: 0.809  
 Mean of thirty raters: 0.864  
 Mean of all raters (28) for this problem: 0.856

22 ATTRIBUTES x 5 JOB AREAS: 94B NCO, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	126.623	4	31.656
Attribute	1465.448	21	69.783
Descriptor x Attribute	376.760	84	4.485
Rater	2322.908	23	100.996
Rater x Descriptor	663.286	92	7.210
Rater x Attribute	3926.842	483	8.130
Rater x Desc. x Att.	2510.131	1932	1.299

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.093  
 Mean of ten raters: 0.505  
 Mean of twenty raters: 0.671  
 Mean of thirty raters: 0.754  
 Mean of all raters (24) for this problem: 0.710

22 ATTRIBUTES x 5 JOB AREAS: 94B OFFICERS, FORSCOM & TRADOC COMBINED

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	153.690	4	38.422
Attribute	1742.836	21	82.992
Descriptor x Attribute	1182.866	84	14.082
Rater	1967.143	17	115.714
Rater x Descriptor	852.346	68	12.535
Rater x Attribute	2655.545	357	7.439
Rater x Desc. x Att.	2248.298	1428	1.574

The intra-class coefficients for the vector of attribute x descriptor ratings are:

Single rater: 0.306  
 Mean of ten raters: 0.815  
 Mean of twenty raters: 0.898  
 Mean of thirty raters: 0.930  
 Mean of all raters (18) for this problem: 0.888

22 ATTRIBUTES x 5 JOB AREAS: 94B ALL JUDGES

Source of Variance	Sum of Squares	DF	Mean Square
Descriptor	236.379	4	59.095
Attribute	2912.609	21	138.696
Descriptor x Attribute	1280.021	84	15.238
Rater	4401.526	41	107.354
Rater x Descriptor	1559.567	164	9.510
Rater x Attribute	6878.064	861	7.988
Rater x Desc. x Att.	5038.033	3444	1.463

The intra-class coefficients for the vector of attribute x descriptor ratings are:

- Single rater: 0.183
- Mean of ten raters: 0.692
- Mean of twenty raters: 0.818
- Mean of thirty raters: 0.871
- Mean of all raters (42) for this problem: 0.904

**APPENDIX J**

**INTER-RATER RELIABILITIES FOR PHASE 2 VALIDITY JUDGMENTS:  
ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY (CTP)**

## NOTATIONS USED IN THIS APPENDIX

1. Analysis of variance results are displayed with the following notation:

BTMS = between target (attribute) mean square  
WT = within target mean square  
JMS = between judge mean square  
EMS = error mean square.

2. Intra-class correlations for each of the three Shrout and Fleiss models are displayed with the following notation:

$ICC(X,K)$

where ICC = intra-class correlation coefficient,  
X = Shrout and Fleiss model,

Model 1 = Each target rated by by a different set of k judges randomly selected from a larger population of judges

Model 2 = Random sample of k judges, each judge rates each target

Model 3 = Each target rated by each judge, not generalizing to other judges

K = number of raters (judges).

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
16S ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 89

BTMS = 90.94254  
WT = 3.72102  
JMS = 36.86118  
EMS = 2.57825

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.20847      ICC(1,k) = 0.95908  
ICC(2,1) = 0.21062      ICC(2,k) = 0.95959  
ICC(3,1) = 0.27802      ICC(3,k) = 0.97165  
ICC(2,20) = 0.84218

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
16S TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 21

BTMS = 31.92753  
WT = 4.00635  
JMS = 47.53873  
EMS = 2.50523

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.24917      ICC(1,k) = 0.87452  
ICC(2,1) = 0.25910      ICC(2,k) = 0.88015  
ICC(3,1) = 0.35867      ICC(3,k) = 0.92153  
ICC(2,20) = 0.87491

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
16S FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 68

BTMS = 63.73031  
WT = 3.58434  
JMS = 33.05364  
EMS = 2.56815

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.19793      ICC(1,k) = 0.94376  
ICC(2,1) = 0.20060      ICC(2,k) = 0.94464  
ICC(3,1) = 0.25939      ICC(3,k) = 0.95970  
ICC(2,20) = 0.83385

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
16S OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 35

BTMS = 51.33872  
WT = 2.99412  
JMS = 23.43597  
EMS = 2.28923

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.31569      ICC(1,k) = 0.94168  
ICC(2,1) = 0.31883      ICC(2,k) = 0.94247  
ICC(3,1) = 0.37972      ICC(3,k) = 0.95541  
ICC(2,20) = 0.90349

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
16S NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 52

BTMS = 43.32982  
WT = 4.05954  
JMS = 42.02538  
EMS = 2.75037

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.15685      ICC(1,k) = 0.90631  
ICC(2,1) = 0.16124      ICC(2,k) = 0.90906  
ICC(3,1) = 0.22102      ICC(3,k) = 0.93652  
ICC(2,20) = 0.79359

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
16S TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 9

BTMS = 18.43372  
WT = 3.12037  
JMS = 23.55833  
EMS = 2.41561

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.35287      ICC(1,k) = 0.83072  
ICC(2,1) = 0.36321      ICC(2,k) = 0.83696  
ICC(3,1) = 0.42422      ICC(3,k) = 0.86896  
ICC(2,20) = 0.91940

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
16S TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 10

BTMS = 14.70161  
WT = 4.54370  
JMS = 57.32000  
EMS = 2.72383

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.18271      ICC(1,k) = 0.69094  
ICC(2,1) = 0.20862      ICC(2,k) = 0.72498  
ICC(3,1) = 0.30543      ICC(3,k) = 0.81473  
ICC(2,20) = 0.84057

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
16S FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 26

BTMS = 36.06525  
WT = 2.94503  
JMS = 24.14646  
EMS = 2.21394

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.30194      ICC(1,k) = 0.91834  
ICC(2,1) = 0.30656      ICC(2,k) = 0.91996  
ICC(3,1) = 0.37031      ICC(3,k) = 0.93861  
ICC(2,20) = 0.89839

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
16S FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 42

BTMS = 32.47239  
WT = 3.94814  
JMS = 39.28813  
EMS = 2.72952

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.14677      ICC(1,k) = 0.87842  
ICC(2,1) = 0.15209      ICC(2,k) = 0.88281  
ICC(3,1) = 0.20600      ICC(3,k) = 0.91594  
ICC(2,20) = 0.78201

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
19K ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 53

BTMS = 52.42171  
WT = 3.30791  
JMS = 30.13595  
EMS = 2.38281

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.21883      ICC(1,k) = 0.93690  
ICC(2,1) = 0.22204      ICC(2,k) = 0.93799  
ICC(3,1) = 0.28378      ICC(3,k) = 0.95455  
ICC(2,20) = 0.85093

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
19K TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 22

BTMS = 28.21113  
WT = 3.26948  
JMS = 37.66962  
EMS = 2.08327

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.25747      ICC(1,k) = 0.88411  
ICC(2,1) = 0.26646      ICC(2,k) = 0.88878  
ICC(3,1) = 0.36309      ICC(3,k) = 0.92615  
ICC(2,20) = 0.87901

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
19K FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 31

BTMS = 26.99874  
WT = 3.32523  
JMS = 24.96688  
EMS = 2.57897

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.18676      ICC(1,k) = 0.87684  
ICC(2,1) = 0.19152      ICC(2,k) = 0.88015  
ICC(3,1) = 0.23398      ICC(3,k) = 0.90448  
ICC(2,20) = 0.82572

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
19K NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 26

BTMS = 22.31194  
WT = 3.11108  
JMS = 27.31815  
EMS = 2.27635

INTRAClass CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.19184      ICC(1,k) = 0.86056  
ICC(2,1) = 0.19852      ICC(2,k) = 0.86559  
ICC(3,1) = 0.25291      ICC(3,k) = 0.89798  
ICC(2,20) = 0.83204

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
19K OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 19

BTMS = 25.05239  
WT = 3.52729  
JMS = 31.35497  
EMS = 2.56772

INTRAClass CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.24310      ICC(1,k) = 0.85920  
ICC(2,1) = 0.25122      ICC(2,k) = 0.86440  
ICC(3,1) = 0.31548      ICC(3,k) = 0.89751  
ICC(2,20) = 0.87030

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
19K TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 10

BTMS = 10.42345  
WT = 3.20370  
JMS = 31.60889  
EMS = 2.22421

INTRAClass CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.18391      ICC(1,k) = 0.69264  
ICC(2,1) = 0.20378      ICC(2,k) = 0.71905  
ICC(3,1) = 0.26935      ICC(3,k) = 0.78661  
ICC(2,20) = 0.83656

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
19K TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 4

BTMS = 9.68506  
WT = 3.52778  
JMS = 47.85556  
EMS = 1.99923

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.30379      ICC(1,k) = 0.63575  
ICC(2,1) = 0.35261      ICC(2,k) = 0.68540  
ICC(3,1) = 0.49008      ICC(3,k) = 0.79358  
ICC(2,20) = 0.91592

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
19K FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 16

BTMS = 13.59224  
WT = 3.13944  
JMS = 26.15500  
EMS = 2.34580

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.17225      ICC(1,k) = 0.76903  
ICC(2,1) = 0.18294      ICC(2,k) = 0.78177  
ICC(3,1) = 0.23056      ICC(3,k) = 0.82742  
ICC(2,20) = 0.81745

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
19K FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 15

BTMS = 17.58590  
WT = 3.46889  
JMS = 25.34698  
EMS = 2.71447

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.21341      ICC(1,k) = 0.80275  
ICC(2,1) = 0.22228      ICC(2,k) = 0.81086  
ICC(3,1) = 0.26753      ICC(3,k) = 0.84564  
ICC(2,20) = 0.85110

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
19K TRADOC CIVILIANS

TARGETS(n) = 30      RATERS(k) = 8

BTMS = 13.09555  
WT = 3.27679  
JMS = 45.52321  
EMS = 1.82001

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.27249      ICC(1,k) = 0.74978  
ICC(2,1) = 0.30076      ICC(2,k) = 0.77483  
ICC(3,1) = 0.43643      ICC(3,k) = 0.86102  
          ICC(2,20) = 0.89586

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
67N TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 23

BTMS = 19.38976

WT = 2.90817

JMS = 24.94822

EMS = 2.14817

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.19769      ICC(1,k) = 0.85002

ICC(2,1) = 0.20494      ICC(2,k) = 0.85567

ICC(3,1) = 0.25869      ICC(3,k) = 0.88921

ICC(2,20) = 0.83754

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
67N TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 8

BTMS = 20.22414

WT = 1.97024

JMS = 16.52143

EMS = 1.46847

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.53663      ICC(1,k) = 0.90258

ICC(2,1) = 0.54337      ICC(2,k) = 0.90494

ICC(3,1) = 0.61487      ICC(3,k) = 0.92739

ICC(2,20) = 0.95968

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
67N TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 32

BTMS = 36.35417

WT = 3.01431

JMS = 26.96290

EMS = 2.18850

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.25686      ICC(1,k) = 0.91708

ICC(2,1) = 0.26156      ICC(2,k) = 0.91893

ICC(3,1) = 0.32789      ICC(3,k) = 0.93980

ICC(2,20) = 0.87630

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
67N FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 11

BTMS = 11.46541  
WT = 2.42667  
JMS = 24.68970  
EMS = 1.65898

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.25296      ICC(1,k) = 0.78835  
ICC(2,1) = 0.26867      ICC(2,k) = 0.80163  
ICC(3,1) = 0.34954      ICC(3,k) = 0.85531  
ICC(2,20) = 0.88020

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
67N FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 15

BTMS = 31.23992  
WT = 2.75175  
JMS = 16.07079  
EMS = 2.29247

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.40835      ICC(1,k) = 0.91192  
ICC(2,1) = 0.41222      ICC(2,k) = 0.91319  
ICC(3,1) = 0.45706      ICC(3,k) = 0.92662  
ICC(2,20) = 0.93345

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
67N FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 26

BTMS = 39.74576  
WT = 2.62662  
JMS = 18.89154  
EMS = 2.06576

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.35214      ICC(1,k) = 0.93391  
ICC(2,1) = 0.35557      ICC(2,k) = 0.93483  
ICC(3,1) = 0.41230      ICC(3,k) = 0.94803  
ICC(2,20) = 0.91691

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
67N NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 34

BTMS = 28.45169  
WT = 2.75410  
JMS = 24.40074  
EMS = 2.00766

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.21534      ICC(1,k) = 0.90320  
ICC(2,1) = 0.22021      ICC(2,k) = 0.90568  
ICC(3,1) = 0.27923      ICC(3,k) = 0.92944  
ICC(2,20) = 0.84958

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
67N OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 23

BTMS = 49.35137  
WT = 2.49354  
JMS = 16.16495  
EMS = 2.02212

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.44965      ICC(1,k) = 0.94947  
ICC(2,1) = 0.45213      ICC(2,k) = 0.94995  
ICC(3,1) = 0.50437      ICC(3,k) = 0.95903  
ICC(2,20) = 0.94287

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
67N ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 58

BTMS = 72.56300  
WT = 2.85153  
JMS = 22.95464  
EMS = 2.15832

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.29652      ICC(1,k) = 0.96070  
ICC(2,1) = 0.29859      ICC(2,k) = 0.96107  
ICC(3,1) = 0.35997      ICC(3,k) = 0.97026  
ICC(2,20) = 0.89489

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
76Y TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 12

BTMS = 18.40623  
WT = 3.34975  
JMS = 32.44520  
EMS = 2.34646

INTRAClass CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.27250      ICC(1,k) = 0.81801  
ICC(2,1) = 0.28547      ICC(2,k) = 0.82742  
ICC(3,1) = 0.36320      ICC(3,k) = 0.87252  
ICC(2,20) = 0.88877

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
76Y TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 7

BTMS = 12.13727  
WT = 2.44286  
JMS = 8.63810  
EMS = 2.22923

INTRAClass CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.36181      ICC(1,k) = 0.79873  
ICC(2,1) = 0.36686      ICC(2,k) = 0.80221  
ICC(3,1) = 0.38836      ICC(3,k) = 0.81633  
ICC(2,20) = 0.92056

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
76Y TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 20

BTMS = 25.70397  
WT = 3.41167  
JMS = 33.89640  
EMS = 2.36047

INTRAClass CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.24625      ICC(1,k) = 0.86727  
ICC(2,1) = 0.25491      ICC(2,k) = 0.87249  
ICC(3,1) = 0.33087      ICC(3,k) = 0.90817  
ICC(2,20) = 0.87249

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
76Y FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 16

BTMS = 13.67126  
WT = 4.96667  
JMS = 54.87111  
EMS = 3.24582

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.09872      ICC(1,k) = 0.63671  
ICC(2,1) = 0.11598      ICC(2,k) = 0.67732  
ICC(3,1) = 0.16719      ICC(3,k) = 0.76258  
ICC(2,20) = 0.72405

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
76Y FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 13

BTMS = 27.66543  
WT = 3.30000  
JMS = 20.93034  
EMS = 2.69206

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.36223      ICC(1,k) = 0.88072  
ICC(2,1) = 0.36794      ICC(2,k) = 0.88328  
ICC(3,1) = 0.41643      ICC(3,k) = 0.90269  
ICC(2,20) = 0.92090

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
76Y FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 29

BTMS = 34.41792  
WT = 4.33243  
JMS = 38.92241  
EMS = 3.13967

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.19320      ICC(1,k) = 0.87412  
ICC(2,1) = 0.19933      ICC(2,k) = 0.87834  
ICC(3,1) = 0.25569      ICC(3,k) = 0.90878  
ICC(2,20) = 0.83275

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
76Y NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 28

BTMS = 27.73978  
WT = 4.34634  
JMS = 45.71442  
EMS = 2.91985

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.16123      ICC(1,k) = 0.84332  
ICC(2,1) = 0.16940      ICC(2,k) = 0.85098  
ICC(3,1) = 0.23289      ICC(3,k) = 0.89474  
ICC(2,20) = 0.80311

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
76Y OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 20

BTMS = 37.74828  
WT = 3.20316  
JMS = 23.23684  
EMS = 2.51234

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.35033      ICC(1,k) = 0.91514  
ICC(2,1) = 0.35485      ICC(2,k) = 0.91667  
ICC(3,1) = 0.41220      ICC(3,k) = 0.93344  
ICC(2,20) = 0.91667

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
76Y ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 49

BTMS = 57.68062  
WT = 3.92696  
JMS = 36.12474  
EMS = 2.81669

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.21836      ICC(1,k) = 0.93192  
ICC(2,1) = 0.22187      ICC(2,k) = 0.93320  
ICC(3,1) = 0.28444      ICC(3,k) = 0.95117  
ICC(2,20) = 0.85080

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
88M TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 13

BTMS = 14.40106  
WT = 4.13291  
JMS = 58.93974  
EMS = 2.24302

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.16045      ICC(1,k) = 0.71301  
ICC(2,1) = 0.18453      ICC(2,k) = 0.74631  
ICC(3,1) = 0.29426      ICC(3,k) = 0.84425  
ICC(2,20) = 0.81903

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
88M TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 5

BTMS = 6.47908  
WT = 3.14667  
JMS = 5.04000  
EMS = 3.08138

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.17479      ICC(1,k) = 0.51433  
ICC(2,1) = 0.17760      ICC(2,k) = 0.51918  
ICC(3,1) = 0.18068      ICC(3,k) = 0.52441  
ICC(2,20) = 0.81200

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
88M TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 22

BTMS = 19.64791  
WT = 3.62576  
JMS = 42.45952  
EMS = 2.28666

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.16727      ICC(1,k) = 0.81546  
ICC(2,1) = 0.17875      ICC(2,k) = 0.82724  
ICC(3,1) = 0.25657      ICC(3,k) = 0.88362  
ICC(2,20) = 0.81319

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
88M FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 19

BTMS = 14.41645  
WT = 3.16374  
JMS = 15.40546  
EMS = 2.74161

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.15768      ICC(1,k) = 0.78055  
ICC(2,1) = 0.16263      ICC(2,k) = 0.78679  
ICC(3,1) = 0.18309      ICC(3,k) = 0.80983  
          ICC(2,20) = 0.79527

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
88M FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 10

BTMS = 25.70161  
WT = 2.99926  
JMS = 11.29778  
EMS = 2.71310

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.43083      ICC(1,k) = 0.88330  
ICC(2,1) = 0.43390      ICC(2,k) = 0.88459  
ICC(3,1) = 0.45867      ICC(3,k) = 0.89444  
          ICC(2,20) = 0.93876

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
88M FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 29

BTMS = 32.15830  
WT = 3.41568  
JMS = 17.82496  
EMS = 2.91881

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.22491      ICC(1,k) = 0.89379  
ICC(2,1) = 0.22791      ICC(2,k) = 0.89540  
ICC(3,1) = 0.25675      ICC(3,k) = 0.90924  
          ICC(2,20) = 0.85515

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
88M NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 32

BTMS = 24.37055  
WT = 3.59402  
JMS = 32.31559  
EMS = 2.60362

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.15301      ICC(1,k) = 0.85253  
ICC(2,1) = 0.15914      ICC(2,k) = 0.85829  
ICC(3,1) = 0.20714      ICC(3,k) = 0.89317  
ICC(2,20) = 0.79103

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
88M TRADOC CIVILIANS

TARGETS(n) = 30      RATERS(k) = 4

BTMS = 3.76121  
WT = 1.79167  
JMS = 17.16389  
EMS = 1.26159

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.21558      ICC(1,k) = 0.52365  
ICC(2,1) = 0.25859      ICC(2,k) = 0.58249  
ICC(3,1) = 0.33125      ICC(3,k) = 0.66458  
ICC(2,20) = 0.87462

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
88M OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 15

BTMS = 27.44337  
WT = 3.20317  
JMS = 10.17079  
EMS = 2.96291

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.33533      ICC(1,k) = 0.88328  
ICC(2,1) = 0.33753      ICC(2,k) = 0.88429  
ICC(3,1) = 0.35518      ICC(3,k) = 0.89204  
ICC(2,20) = 0.91064

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
88M ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 51

BTMS = 48.77144  
WT = 3.50614  
JMS = 28.17108  
EMS = 2.65563

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.20201      ICC(1,k) = 0.92811  
ICC(2,1) = 0.20502      ICC(2,k) = 0.92934  
ICC(3,1) = 0.25401      ICC(3,k) = 0.94555  
          ICC(2,20) = 0.83761

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
91A TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 15

BTMS = 17.55218  
WT = 3.53587  
JMS = 28.61524  
EMS = 2.67107

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.20903      ICC(1,k) = 0.79855  
ICC(2,1) = 0.21910      ICC(2,k) = 0.80801  
ICC(3,1) = 0.27083      ICC(3,k) = 0.84782  
ICC(2,20) = 0.84875

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
91A TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 11

BTMS = 11.19175  
WT = 3.06121  
JMS = 33.65576  
EMS = 2.00623

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.19449      ICC(1,k) = 0.72648  
ICC(2,1) = 0.21432      ICC(2,k) = 0.75004  
ICC(3,1) = 0.29390      ICC(3,k) = 0.82074  
ICC(2,20) = 0.84510

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
91A TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 26

BTMS = 27.90367  
WT = 3.53215  
JMS = 38.33954  
EMS = 2.33190

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.20972      ICC(1,k) = 0.87342  
ICC(2,1) = 0.21780      ICC(2,k) = 0.87864  
ICC(3,1) = 0.29665      ICC(3,k) = 0.91643  
ICC(2,20) = 0.84777

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
91A FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 15

BTMS = 6.82521  
WT = 4.14254  
JMS = 52.00222  
EMS = 2.49221

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.04139      ICC(1,k) = 0.39305  
ICC(2,1) = 0.06519      ICC(2,k) = 0.51124  
ICC(3,1) = 0.10387      ICC(3,k) = 0.63485  
          ICC(2,20) = 0.58240

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
91A FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 17

BTMS = 16.13989  
WT = 2.74877  
JMS = 14.56887  
EMS = 2.34118

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.22274      ICC(1,k) = 0.82969  
ICC(2,1) = 0.22797      ICC(2,k) = 0.83389  
ICC(3,1) = 0.25744      ICC(3,k) = 0.85494  
          ICC(2,20) = 0.85519

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
91A FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 32

BTMS = 18.93391  
WT = 3.60786  
JMS = 36.78266  
EMS = 2.46390

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.11719      ICC(1,k) = 0.80945  
ICC(2,1) = 0.12485      ICC(2,k) = 0.82031  
ICC(3,1) = 0.17280      ICC(3,k) = 0.86987  
          ICC(2,20) = 0.74047

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
91A NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 30

BTMS = 19.16203  
WT = 3.96900  
JMS = 41.56893  
EMS = 2.67245

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.11316      ICC(1,k) = 0.79287  
ICC(2,1) = 0.12164      ICC(2,k) = 0.80600  
ICC(3,1) = 0.17059      ICC(3,k) = 0.86053  
ICC(2,20) = 0.73473

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
91A OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 28

BTMS = 26.32693  
WT = 3.25573  
JMS = 34.81076  
EMS = 2.16763

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.20197      ICC(1,k) = 0.87633  
ICC(2,1) = 0.20950      ICC(2,k) = 0.88124  
ICC(3,1) = 0.28472      ICC(3,k) = 0.91767  
ICC(2,20) = 0.84128

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
91A ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 58

BTMS = 43.13954  
WT = 3.60174  
JMS = 37.65022  
EMS = 2.42766

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.15914      ICC(1,k) = 0.91651  
ICC(2,1) = 0.16310      ICC(2,k) = 0.91872  
ICC(3,1) = 0.22429      ICC(3,k) = 0.94373  
ICC(2,20) = 0.79582

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
94B TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 8

BTMS = 10.65460  
WT = 4.07143  
JMS = 38.36905  
EMS = 2.88875

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.16813      ICC(1,k) = 0.61787  
ICC(2,1) = 0.19252      ICC(2,k) = 0.65605  
ICC(3,1) = 0.25152      ICC(3,k) = 0.72887  
ICC(2,20) = 0.82664

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
94B TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 6

BTMS = 6.16188  
WT = 4.23667  
JMS = 71.05889  
EMS = 1.93245

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.07040      ICC(1,k) = 0.31244  
ICC(2,1) = 0.14265      ICC(2,k) = 0.49957  
ICC(3,1) = 0.26728      ICC(3,k) = 0.68639  
ICC(2,20) = 0.76893

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
94B TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 14

BTMS = 13.45000  
WT = 4.07784  
JMS = 48.16209  
EMS = 2.55769

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.14102      ICC(1,k) = 0.69681  
ICC(2,1) = 0.16022      ICC(2,k) = 0.72760  
ICC(3,1) = 0.23324      ICC(3,k) = 0.80984  
ICC(2,20) = 0.79235

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
94B FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 16

BTMS = 11.34626  
WT = 4.18139  
JMS = 32.99111  
EMS = 3.18795

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.09673      ICC(1,k) = 0.63147  
ICC(2,1) = 0.10869      ICC(2,k) = 0.66114  
ICC(3,1) = 0.13789      ICC(3,k) = 0.71903  
ICC(2,20) = 0.70921

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
94B FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 12

BTMS = 16.39080  
WT = 3.39596  
JMS = 14.67273  
EMS = 3.00711

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.24178      ICC(1,k) = 0.79281  
ICC(2,1) = 0.24723      ICC(2,k) = 0.79761  
ICC(3,1) = 0.27055      ICC(3,k) = 0.81654  
ICC(2,20) = 0.86787

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
94B FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 28

BTMS = 23.19540  
WT = 4.21481  
JMS = 34.67654  
EMS = 3.16441

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.13855      ICC(1,k) = 0.81829  
ICC(2,1) = 0.14510      ICC(2,k) = 0.82616  
ICC(3,1) = 0.18439      ICC(3,k) = 0.86358  
ICC(2,20) = 0.77245

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
94B NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 24

BTMS = 18.83027  
WT = 4.15543  
JMS = 34.87512  
EMS = 3.09614

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.12827      ICC(1,k) = 0.77932  
ICC(2,1) = 0.13627      ICC(2,k) = 0.79107  
ICC(3,1) = 0.17474      ICC(3,k) = 0.83558  
          ICC(2,20) = 0.75935

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
94B OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 18

BTMS = 19.88921  
WT = 3.66046  
JMS = 32.36002  
EMS = 2.67082

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.19763      ICC(1,k) = 0.81596  
ICC(2,1) = 0.20718      ICC(2,k) = 0.82468  
ICC(3,1) = 0.26371      ICC(3,k) = 0.86572  
          ICC(2,20) = 0.83940

ALL ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY:  
94B ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 42

BTMS = 34.51180  
WT = 4.11957  
JMS = 38.12716  
EMS = 2.94689

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.14941      ICC(1,k) = 0.88063  
ICC(2,1) = 0.15429      ICC(2,k) = 0.88456  
ICC(3,1) = 0.20321      ICC(3,k) = 0.91461  
          ICC(2,20) = 0.78488

APPENDIX K

INTER-RATER RELIABILITIES FOR PHASE 2 VALIDITY JUDGMENTS:  
INTEREST ATTRIBUTES FOR CORE TECHNICAL PROFICIENCY (CTP) AND  
GENERAL SOLDIERING PROFICIENCY (GSP)

## NOTATIONS USED IN THIS APPENDIX

1. Analysis of variance results are displayed with the following notation:

BTMS = between target (attribute) mean square  
WT = within target mean square  
JMS = between judge mean square  
EMS = error mean square.

2. Intra-class correlations for each of the three Shrout and Fleiss models are displayed with the following notation:

$ICC(X,K)$

where ICC = intra-class correlation coefficient,  
X = Shrout and Fleiss model,

Model 1 = Each target rated by by a different set of k judges randomly selected from a larger population of judges

Model 2 = Random sample of k judges, each judge rates each target

Model 3 = Each target rated by each judge, not generalizing to other judges

K = number of raters (judges).

INTERESTS FOR CTP: 16S ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 89

BTMS = 103.93258  
 WT = 4.71766  
 JMS = 19.84391  
 EMS = 2.55077

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.19113      ICC(1,k) = 0.95461  
 ICC(2,1) = 0.19449      ICC(2,k) = 0.95553  
 ICC(3,1) = 0.30820      ICC(3,k) = 0.97540  
           ICC(2,20) = 0.82844

INTERESTS FOR GSP: 16S ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 89

BTMS = 122.22933  
 WT = 3.83960  
 JMS = 14.18817  
 EMS = 2.36123

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.25731      ICC(1,k) = 0.96859  
 ICC(2,1) = 0.25968      ICC(2,k) = 0.96896  
 ICC(3,1) = 0.36322      ICC(3,k) = 0.98068  
           ICC(2,20) = 0.87524

INTERESTS FOR CTP: 16S FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 68

BTMS = 82.17962  
 WT = 4.59356  
 JMS = 19.40902  
 EMS = 2.47706

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.19897      ICC(1,k) = 0.94410  
 ICC(2,1) = 0.20329      ICC(2,k) = 0.94551  
 ICC(3,1) = 0.32120      ICC(3,k) = 0.96986  
           ICC(2,20) = 0.83615

INTERESTS FOR GSP: 16S FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 68

BTMS = 88.89680  
WT = 3.79431  
JMS = 14.45004  
EMS = 2.27206

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.24803      ICC(1,k) = 0.95732  
ICC(2,1) = 0.25135      ICC(2,k) = 0.95804  
ICC(3,1) = 0.35925      ICC(3,k) = 0.97444  
ICC(2,20) = 0.87038

INTERESTS FOR CTP: 16S TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 21

BTMS = 25.39796  
WT = 5.20119  
JMS = 22.22381  
EMS = 2.76939

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.15605      ICC(1,k) = 0.79521  
ICC(2,1) = 0.17162      ICC(2,k) = 0.81311  
ICC(3,1) = 0.28011      ICC(3,k) = 0.89096  
ICC(2,20) = 0.80558

INTERESTS FOR GSP: 16S TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 21

BTMS = 34.39116  
WT = 4.07917  
JMS = 13.55774  
EMS = 2.72509

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.26137      ICC(1,k) = 0.88139  
ICC(2,1) = 0.26989      ICC(2,k) = 0.88588  
ICC(3,1) = 0.35623      ICC(3,k) = 0.92076  
ICC(2,20) = 0.88086

INTERESTS FOR CTP: 16S NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 52

BTMS = 44.15247  
WT = 5.37462  
JMS = 25.43948  
EMS = 2.50821

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.12184      ICC(1,k) = 0.87827  
ICC(2,1) = 0.12968      ICC(2,k) = 0.88569  
ICC(3,1) = 0.24202      ICC(3,k) = 0.94319  
          ICC(2,20) = 0.74875

INTERESTS FOR GSP: 16S NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 52

BTMS = 51.91724  
WT = 4.15088  
JMS = 15.95301  
EMS = 2.46486

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.18120      ICC(1,k) = 0.92005  
ICC(2,1) = 0.18640      ICC(2,k) = 0.92256  
ICC(3,1) = 0.27841      ICC(3,k) = 0.95252  
          ICC(2,20) = 0.82086

INTERESTS FOR CTP: 16S OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 35

BTMS = 67.23878  
WT = 3.43130  
JMS = 10.08782  
EMS = 2.48037

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.34696      ICC(1,k) = 0.94897  
ICC(2,1) = 0.35032      ICC(2,k) = 0.94968  
ICC(3,1) = 0.42725      ICC(3,k) = 0.96311  
          ICC(2,20) = 0.91514

INTERESTS FOR GSP: 16S OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 35

BTMS = 77.20357  
WT = 3.04622  
JMS = 10.41534  
EMS = 1.99349

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.41022      ICC(1,k) = 0.96054  
ICC(2,1) = 0.41363      ICC(2,k) = 0.96107  
ICC(3,1) = 0.51875      ICC(3,k) = 0.97418  
ICC(2,20) = 0.93381

INTERESTS FOR CTP: 16S FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 42

BTMS = 33.73980  
WT = 5.20674  
JMS = 24.13995  
EMS = 2.50199

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.11542      ICC(1,k) = 0.84568  
ICC(2,1) = 0.12499      ICC(2,k) = 0.85713  
ICC(3,1) = 0.22915      ICC(3,k) = 0.92584  
ICC(2,20) = 0.74072

INTERESTS FOR GSP: 16S FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 42

BTMS = 38.04379  
WT = 4.07484  
JMS = 15.76778  
EMS = 2.40442

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.16561      ICC(1,k) = 0.89289  
ICC(2,1) = 0.17235      ICC(2,k) = 0.89740  
ICC(3,1) = 0.26086      ICC(3,k) = 0.93680  
ICC(2,20) = 0.80638

INTERESTS FOR CTP: 16S FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 26

BTMS = 57.64835  
 WT = 3.40731  
 JMS = 12.09000  
 EMS = 2.16692

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.37976      ICC(1,k) = 0.94089  
 ICC(2,1) = 0.38510      ICC(2,k) = 0.94214  
 ICC(3,1) = 0.49616      ICC(3,k) = 0.96241  
           ICC(2,20) = 0.92607

INTERESTS FOR GSP: 16S FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 26

BTMS = 56.98626  
 WT = 3.25385  
 JMS = 12.72692  
 EMS = 1.90055

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.38843      ICC(1,k) = 0.94290  
 ICC(2,1) = 0.39435      ICC(2,k) = 0.94423  
 ICC(3,1) = 0.52714      ICC(3,k) = 0.96665  
           ICC(2,20) = 0.92869

INTERESTS FOR CTP: 16S TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 10

BTMS = 11.65714  
 WT = 6.61389  
 JMS = 34.17222  
 EMS = 2.67698

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.07085      ICC(1,k) = 0.43263  
 ICC(2,1) = 0.11955      ICC(2,k) = 0.57587  
 ICC(3,1) = 0.25119      ICC(3,k) = 0.77036  
           ICC(2,20) = 0.73086

INTERESTS FOR GSP: 16S TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 10

BTMS = 14.67857  
WT = 4.82222  
JMS = 18.10556  
EMS = 2.92460

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.16971      ICC(1,k) = 0.67148  
ICC(2,1) = 0.19598      ICC(2,k) = 0.70909  
ICC(3,1) = 0.28668      ICC(3,k) = 0.80076  
          ICC(2,20) = 0.82978

INTERESTS FOR CTP: 16S TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 9

BTMS = 14.11905  
WT = 3.41667  
JMS = 4.90625  
EMS = 3.20387

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.25818      ICC(1,k) = 0.75801  
ICC(2,1) = 0.26197      ICC(2,k) = 0.76160  
ICC(3,1) = 0.27460      ICC(3,k) = 0.77308  
          ICC(2,20) = 0.87653

INTERESTS FOR GSP: 16S TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 9

BTMS = 21.10913  
WT = 2.68056  
JMS = 4.49306  
EMS = 2.42163

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.43307      ICC(1,k) = 0.87301  
ICC(2,1) = 0.43650      ICC(2,k) = 0.87455  
ICC(3,1) = 0.46162      ICC(3,k) = 0.88528  
          ICC(2,20) = 0.93937

INTERESTS FOR CTP: 19K FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 31

BTMS = 52.07143  
WT = 4.36640  
JMS = 17.69785  
EMS = 2.46190

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.26059      ICC(1,k) = 0.91615  
ICC(2,1) = 0.26821      ICC(2,k) = 0.91910  
ICC(3,1) = 0.39395      ICC(3,k) = 0.95272  
ICC(2,20) = 0.87995

INTERESTS FOR GSP: 19K FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 31

BTMS = 33.85657  
WT = 3.53253  
JMS = 14.65591  
EMS = 1.94347

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.21686      ICC(1,k) = 0.89566  
ICC(2,1) = 0.22566      ICC(2,k) = 0.90034  
ICC(3,1) = 0.34628      ICC(3,k) = 0.94260  
ICC(2,20) = 0.85355

INTERESTS FOR GSP: 19K TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 4

BTMS = 5.83929  
WT = 2.91667  
JMS = 5.37500  
EMS = 2.56548

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.20033      ICC(1,k) = 0.50051  
ICC(2,1) = 0.21912      ICC(2,k) = 0.52885  
ICC(3,1) = 0.24186      ICC(3,k) = 0.56065  
ICC(2,20) = 0.84877

INTERESTS FOR CTP: 19K TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 4

BTMS = 14.06696  
 WT = 3.73958  
 JMS = 12.28125  
 EMS = 2.51935

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.40843      ICC(1,k) = 0.73416  
 ICC(2,1) = 0.43566      ICC(2,k) = 0.75538  
 ICC(3,1) = 0.53399      ICC(3,k) = 0.82090  
           ICC(2,20) = 0.93917

INTERESTS FOR CTP: 19K FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 16

BTMS = 24.44196  
 WT = 4.68854  
 JMS = 23.21458  
 EMS = 2.04196

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.20844      ICC(1,k) = 0.80818  
 ICC(2,1) = 0.22994      ICC(2,k) = 0.82692  
 ICC(3,1) = 0.40674      ICC(3,k) = 0.91646  
           ICC(2,20) = 0.85657

INTERESTS FOR GSP: 19K FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 16

BTMS = 14.32924  
 WT = 3.81510  
 JMS = 19.26615  
 EMS = 1.60781

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.14694      ICC(1,k) = 0.73375  
 ICC(2,1) = 0.17246      ICC(2,k) = 0.76929  
 ICC(3,1) = 0.33089      ICC(3,k) = 0.88779  
           ICC(2,20) = 0.80651

INTERESTS FOR CTP: 19K FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 15

BTMS = 32.01905  
WT = 3.97619  
JMS = 12.39048  
EMS = 2.77415

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.31981      ICC(1,k) = 0.87582  
ICC(2,1) = 0.32901      ICC(2,k) = 0.88031  
ICC(3,1) = 0.41273      ICC(3,k) = 0.91336  
ICC(2,20) = 0.90746

INTERESTS FOR GSP: 19K FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 15

BTMS = 21.00952  
WT = 3.27143  
JMS = 9.81905  
EMS = 2.33605

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.26550      ICC(1,k) = 0.84429  
ICC(2,1) = 0.27564      ICC(2,k) = 0.85093  
ICC(3,1) = 0.34764      ICC(3,k) = 0.88881  
ICC(2,20) = 0.88387

INTERESTS FOR CTP: 19K NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 26

BTMS = 36.74657  
WT = 4.35481  
JMS = 20.47250  
EMS = 2.05228

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.22245      ICC(1,k) = 0.88149  
ICC(2,1) = 0.23455      ICC(2,k) = 0.88848  
ICC(3,1) = 0.39401      ICC(3,k) = 0.94415  
ICC(2,20) = 0.85972

INTERESTS FOR GSP: 19K NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 26

BTMS = 19.51030  
WT = 3.42904  
JMS = 15.38019  
EMS = 1.72173

INTRAClass CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.15281      ICC(1,k) = 0.82424  
ICC(2,1) = 0.16634      ICC(2,k) = 0.83839  
ICC(3,1) = 0.28437      ICC(3,k) = 0.91175  
ICC(2,20) = 0.79962

INTERESTS FOR CTP: 19K OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 19

BTMS = 43.96147  
WT = 4.10526  
JMS = 13.97295  
EMS = 2.69559

INTRAClass CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.33818      ICC(1,k) = 0.90662  
ICC(2,1) = 0.34600      ICC(2,k) = 0.90952  
ICC(3,1) = 0.44620      ICC(3,k) = 0.93868  
ICC(2,20) = 0.91365

INTERESTS FOR GSP: 19K OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 19

BTMS = 25.89098  
WT = 3.51462  
JMS = 12.03289  
EMS = 2.29772

INTRAClass CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.25099      ICC(1,k) = 0.86425  
ICC(2,1) = 0.26107      ICC(2,k) = 0.87035  
ICC(3,1) = 0.35083      ICC(3,k) = 0.91125  
ICC(2,20) = 0.87603

INTERESTS FOR CTP: 19K TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 22

BTMS = 39.96023  
WT = 3.79627  
JMS = 14.30330  
EMS = 2.29526

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.30217      ICC(1,k) = 0.90500  
ICC(2,1) = 0.31081      ICC(2,k) = 0.90844  
ICC(3,1) = 0.42723      ICC(3,k) = 0.94256  
ICC(2,20) = 0.90020

INTERESTS FOR GSP: 19K TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 22

BTMS = 20.89610  
WT = 2.96050  
JMS = 10.39935  
EMS = 1.89780

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.21592      ICC(1,k) = 0.85832  
ICC(2,1) = 0.22582      ICC(2,k) = 0.86518  
ICC(3,1) = 0.31273      ICC(3,k) = 0.90918  
ICC(2,20) = 0.85367

INTERESTS FOR CTP: 19K TRADOC CIVILIANS

TARGETS(n) = 8      RATERS(k) = 8

BTMS = 17.01562  
WT = 3.64063  
JMS = 12.58705  
EMS = 2.36256

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.31471      ICC(1,k) = 0.78604  
ICC(2,1) = 0.33471      ICC(2,k) = 0.80099  
ICC(3,1) = 0.43671      ICC(3,k) = 0.86115  
ICC(2,20) = 0.90960

INTERESTS FOR GSP: 19K TRADOC CIVILIANS

TARGETS(n) = 8      RATERS(k) = 8

BTMS = 12.14286  
 WT = 2.76786  
 JMS = 11.17857  
 EMS = 1.56633

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.29745      ICC(1,k) = 0.77206  
 ICC(2,1) = 0.32325      ICC(2,k) = 0.79258  
 ICC(3,1) = 0.45772      ICC(3,k) = 0.87101  
           ICC(2,20) = 0.90524

INTERESTS FOR CTP: 19K TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 10

BTMS = 15.14107  
 WT = 3.95139  
 JMS = 17.73472  
 EMS = 1.98234

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.22069      ICC(1,k) = 0.73903  
 ICC(2,1) = 0.24982      ICC(2,k) = 0.76906  
 ICC(3,1) = 0.39897      ICC(3,k) = 0.86908  
           ICC(2,20) = 0.86946

INTERESTS FOR GSP: 19K TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 10

BTMS = 6.67857  
 WT = 3.01667  
 JMS = 10.57778  
 EMS = 1.93651

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.10825      ICC(1,k) = 0.54831  
 ICC(2,1) = 0.13584      ICC(2,k) = 0.61119  
 ICC(3,1) = 0.19671      ICC(3,k) = 0.71004  
           ICC(2,20) = 0.75868

INTERESTS FOR CTP: 19K ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 53

BTMS = 89.35276  
WT = 4.15657  
JMS = 16.46108  
EMS = 2.39878

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

---

ICC(1,1) = 0.27888      ICC(1,k) = 0.95348  
ICC(2,1) = 0.28301      ICC(2,k) = 0.95438  
ICC(3,1) = 0.40616      ICC(3,k) = 0.97315  
ICC(2,20) = 0.88757

INTERESTS FOR GSP: 19K ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 53

BTMS = 52.34198  
WT = 3.33182  
JMS = 13.11647  
EMS = 1.93401

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

---

ICC(1,1) = 0.21725      ICC(1,k) = 0.93635  
ICC(2,1) = 0.22207      ICC(2,k) = 0.93800  
ICC(3,1) = 0.32966      ICC(3,k) = 0.96305  
ICC(2,20) = 0.85095

INTERESTS FOR CTP: 67N ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 58

BTMS = 128.20659  
WT = 3.58927  
JMS = 10.93470  
EMS = 2.53992

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.37446      ICC(1,k) = 0.97200  
ICC(2,1) = 0.37642      ICC(2,k) = 0.97223  
ICC(3,1) = 0.46035      ICC(3,k) = 0.98019  
ICC(2,20) = 0.92351

INTERESTS FOR GSP: 67N ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 58

BTMS = 97.52925  
WT = 3.05040  
JMS = 9.58882  
EMS = 2.11634

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.34811      ICC(1,k) = 0.96872  
ICC(2,1) = 0.35035      ICC(2,k) = 0.96902  
ICC(3,1) = 0.43735      ICC(3,k) = 0.97830  
ICC(2,20) = 0.91515

INTERESTS FOR CTP: 67N FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 26

BTMS = 62.20604  
WT = 3.34115  
JMS = 9.75692  
EMS = 2.42462

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.40392      ICC(1,k) = 0.94629  
ICC(2,1) = 0.40764      ICC(2,k) = 0.94707  
ICC(3,1) = 0.48673      ICC(3,k) = 0.96102  
ICC(2,20) = 0.93227

INTERESTS FOR GSP: 67N FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 26

BTMS = 43.92239  
WT = 2.74404  
JMS = 7.40558  
EMS = 2.07810

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.36595      ICC(1,k) = 0.93753  
ICC(2,1) = 0.36968      ICC(2,k) = 0.93846  
ICC(3,1) = 0.43645      ICC(3,k) = 0.95269  
ICC(2,20) = 0.92145

INTERESTS FOR CTP: 67N TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 32

BTMS = 68.54408  
WT = 3.82926  
JMS = 12.20451  
EMS = 2.63279

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.34560      ICC(1,k) = 0.94413  
ICC(2,1) = 0.34976      ICC(2,k) = 0.94509  
ICC(3,1) = 0.43894      ICC(3,k) = 0.96159  
ICC(2,20) = 0.91495

INTERESTS FOR GSP: 67N TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 32

BTMS = 54.37277  
WT = 3.37298  
JMS = 11.64869  
EMS = 2.19074

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.32088      ICC(1,k) = 0.93797  
ICC(2,1) = 0.32590      ICC(2,k) = 0.93929  
ICC(3,1) = 0.42672      ICC(3,k) = 0.95971  
ICC(2,20) = 0.90627

INTERESTS FOR CTP: 67N NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 34

BTMS = 59.51891  
WT = 3.33712  
JMS = 8.96613  
EMS = 2.53298

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.33117      ICC(1,k) = 0.94393  
ICC(2,1) = 0.33433      ICC(2,k) = 0.94468  
ICC(3,1) = 0.39820      ICC(3,k) = 0.95744  
ICC(2,20) = 0.90946

INTERESTS FOR GSP: 67N NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 34

BTMS = 51.20536  
WT = 2.97738  
JMS = 7.66188  
EMS = 2.30817

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.32268      ICC(1,k) = 0.94185  
ICC(2,1) = 0.32570      ICC(2,k) = 0.94260  
ICC(3,1) = 0.38388      ICC(3,k) = 0.95492  
ICC(2,20) = 0.90620

INTERESTS FOR CTP: 67N OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 23

BTMS = 75.59938  
WT = 3.01482  
JMS = 8.25247  
EMS = 2.26659

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.51143      ICC(1,k) = 0.96012  
ICC(2,1) = 0.51399      ICC(2,k) = 0.96051  
ICC(3,1) = 0.58449      ICC(3,k) = 0.97002  
ICC(2,20) = 0.95486

INTERESTS FOR GSP: 67N OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 23

BTMS = 46.49689  
WT = 2.63933  
JMS = 8.00000  
EMS = 1.87352

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.41944      ICC(1,k) = 0.94324  
ICC(2,1) = 0.42366      ICC(2,k) = 0.94416  
ICC(3,1) = 0.50874      ICC(3,k) = 0.95971  
ICC(2,20) = 0.93631

INTERESTS FOR CTP: 67N FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 11

BTMS = 19.19318  
WT = 3.66364  
JMS = 11.68182  
EMS = 2.51818

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.27815      ICC(1,k) = 0.80912  
ICC(2,1) = 0.29267      ICC(2,k) = 0.81987  
ICC(3,1) = 0.37577      ICC(3,k) = 0.86880  
ICC(2,20) = 0.89219

INTERESTS FOR GSP: 67N FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 11

BTMS = 13.40260  
WT = 3.43182  
JMS = 10.31136  
EMS = 2.44903

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.20894      ICC(1,k) = 0.74394  
ICC(2,1) = 0.22490      ICC(2,k) = 0.76144  
ICC(3,1) = 0.28907      ICC(3,k) = 0.81727  
ICC(2,20) = 0.85301

INTERESTS FOR CTP: 67N FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 15

BTMS = 46.01786  
WT = 3.15595  
JMS = 9.03333  
EMS = 2.31633

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.47518      ICC(1,k) = 0.93142  
ICC(2,1) = 0.48002      ICC(2,k) = 0.93265  
ICC(3,1) = 0.55709      ICC(3,k) = 0.94966  
          ICC(2,20) = 0.94862

INTERESTS FOR GSP: 67N FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 15

BTMS = 32.45595  
WT = 2.31905  
JMS = 5.78929  
EMS = 1.82330

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.46420      ICC(1,k) = 0.92855  
ICC(2,1) = 0.46826      ICC(2,k) = 0.92962  
ICC(3,1) = 0.52831      ICC(3,k) = 0.94382  
          ICC(2,20) = 0.94627

INTERESTS FOR CTP: 67N TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 23

BTMS = 42.23525  
WT = 3.15563  
JMS = 7.26877  
EMS = 2.56804

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.34999      ICC(1,k) = 0.92528  
ICC(2,1) = 0.35339      ICC(2,k) = 0.92631  
ICC(3,1) = 0.40177      ICC(3,k) = 0.93920  
          ICC(2,20) = 0.91618

INTERESTS FOR GSP: 67N TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 23

BTMS = 38.81289  
 WT = 2.81966  
 JMS = 6.43528  
 EMS = 2.30315

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.35691      ICC(1,k) = 0.92735  
 ICC(2,1) = 0.36019      ICC(2,k) = 0.92831  
 ICC(3,1) = 0.40801      ICC(3,k) = 0.94066  
           ICC(2,20) = 0.91843

INTERESTS FOR CTP: 67N TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 8

BTMS = 33.46205  
 WT = 2.36830  
 JMS = 5.39063  
 EMS = 1.93654

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.62138      ICC(1,k) = 0.92922  
 ICC(2,1) = 0.62461      ICC(2,k) = 0.93013  
 ICC(3,1) = 0.67050      ICC(3,k) = 0.94213  
           ICC(2,20) = 0.97083

INTERESTS FOR GSP: 67N TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 8

BTMS = 16.78348  
 WT = 3.00223  
 JMS = 11.06920  
 EMS = 1.84981

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.36459      ICC(1,k) = 0.82112  
 ICC(2,1) = 0.38339      ICC(2,k) = 0.83261  
 ICC(3,1) = 0.50227      ICC(3,k) = 0.88978  
           ICC(2,20) = 0.92557

INTERESTS FOR CTP: 76Y ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 49

BTMS = 88.88593  
WT = 4.84290  
JMS = 17.50000  
EMS = 3.03474

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.26154      ICC(1,k) = 0.94552  
ICC(2,1) = 0.26567      ICC(2,k) = 0.94660  
ICC(3,1) = 0.36602      ICC(3,k) = 0.96586  
ICC(2,20) = 0.87858

INTERESTS FOR GSP: 76Y ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 49

BTMS = 80.53025  
WT = 4.47173  
JMS = 16.42145  
EMS = 2.76462

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.25767      ICC(1,k) = 0.94447  
ICC(2,1) = 0.26194      ICC(2,k) = 0.94562  
ICC(3,1) = 0.36470      ICC(3,k) = 0.96567  
ICC(2,20) = 0.87652

INTERESTS FOR CTP: 76Y FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 29

BTMS = 55.82204  
WT = 5.32143  
JMS = 19.16533  
EMS = 3.34373

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.24656      ICC(1,k) = 0.90467  
ICC(2,1) = 0.25376      ICC(2,k) = 0.90793  
ICC(3,1) = 0.35115      ICC(3,k) = 0.94010  
ICC(2,20) = 0.87181

INTERESTS FOR GSP: 76Y FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 29

BTMS = 43.70197  
 WT = 4.91903  
 JMS = 18.52771  
 EMS = 2.97493

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.21376      ICC(1,k) = 0.88744  
 ICC(2,1) = 0.22209      ICC(2,k) = 0.89224  
 ICC(3,1) = 0.32069      ICC(3,k) = 0.93193  
           ICC(2,20) = 0.85097

INTERESTS FOR CTP: 76Y TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 20

BTMS = 36.92857  
 WT = 4.18355  
 JMS = 15.71842  
 EMS = 2.53571

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.28128      ICC(1,k) = 0.88671  
 ICC(2,1) = 0.29131      ICC(2,k) = 0.89155  
 ICC(3,1) = 0.40411      ICC(3,k) = 0.93133  
           ICC(2,20) = 0.89155

INTERESTS FOR GSP: 76Y TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 20

BTMS = 39.92054  
 WT = 3.90493  
 JMS = 14.17730  
 EMS = 2.43745

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.31561      ICC(1,k) = 0.90218  
 ICC(2,1) = 0.32430      ICC(2,k) = 0.90565  
 ICC(3,1) = 0.43468      ICC(3,k) = 0.93894  
           ICC(2,20) = 0.90565

INTERESTS FOR CTP: 76Y NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 28

BTMS = 55.55867  
WT = 5.42229  
JMS = 20.20833  
EMS = 3.31000

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.24825      ICC(1,k) = 0.90240  
ICC(2,1) = 0.25603      ICC(2,k) = 0.90598  
ICC(3,1) = 0.36051      ICC(3,k) = 0.94042  
ICC(2,20) = 0.87314

INTERESTS FOR GSP: 76Y NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 28

BTMS = 54.25446  
WT = 5.02166  
JMS = 16.95685  
EMS = 3.31663

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.25934      ICC(1,k) = 0.90744  
ICC(2,1) = 0.26593      ICC(2,k) = 0.91026  
ICC(3,1) = 0.35422      ICC(3,k) = 0.93887  
ICC(2,20) = 0.87872

INTERESTS FOR CTP: 76Y OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 20

BTMS = 44.42768  
WT = 3.76546  
JMS = 13.76151  
EMS = 2.33745

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.35062      ICC(1,k) = 0.91525  
ICC(2,1) = 0.35852      ICC(2,k) = 0.91788  
ICC(3,1) = 0.47378      ICC(3,k) = 0.94739  
ICC(2,20) = 0.91788

INTERESTS FOR GSP: 76Y OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 20

BTMS = 31.37054  
WT = 3.69309  
JMS = 15.99046  
EMS = 1.93633

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.27258      ICC(1,k) = 0.88228  
ICC(2,1) = 0.28495      ICC(2,k) = 0.88852  
ICC(3,1) = 0.43184      ICC(3,k) = 0.93828  
          ICC(2,20) = 0.88852

INTERESTS FOR CTP: 76Y FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 16

BTMS = 25.45982  
WT = 6.45417  
JMS = 24.11458  
EMS = 3.93125

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.15544      ICC(1,k) = 0.74650  
ICC(2,1) = 0.17251      ICC(2,k) = 0.76935  
ICC(3,1) = 0.25499      ICC(3,k) = 0.84559  
          ICC(2,20) = 0.80656

INTERESTS FOR GSP: 76Y FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 16

BTMS = 24.54911  
WT = 5.75729  
JMS = 19.23125  
EMS = 3.83244

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.16944      ICC(1,k) = 0.76548  
ICC(2,1) = 0.18360      ICC(2,k) = 0.78253  
ICC(3,1) = 0.25253      ICC(3,k) = 0.84389  
          ICC(2,20) = 0.81811

INTERESTS FOR CTP: 76Y FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 13

BTMS = 35.29533  
 WT = 3.93910  
 JMS = 14.17468  
 EMS = 2.47688

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.37978      ICC(1,k) = 0.88840  
 ICC(2,1) = 0.39057      ICC(2,k) = 0.89284  
 ICC(3,1) = 0.50476      ICC(3,k) = 0.92982  
 ICC(2,20) = 0.92763

INTERESTS FOR GSP: 76Y FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 13

BTMS = 20.65934  
 WT = 4.11859  
 JMS = 18.77083  
 EMS = 2.02541

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.23602      ICC(1,k) = 0.80064  
 ICC(2,1) = 0.25817      ICC(2,k) = 0.81898  
 ICC(3,1) = 0.41442      ICC(3,k) = 0.90196  
 ICC(2,20) = 0.87438

INTERESTS FOR CTP: 76Y TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 12

BTMS = 36.28571  
 WT = 3.49811  
 JMS = 12.57576  
 EMS = 2.20130

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.43854      ICC(1,k) = 0.90360  
 ICC(2,1) = 0.44812      ICC(2,k) = 0.90692  
 ICC(3,1) = 0.56338      ICC(3,k) = 0.93933  
 ICC(2,20) = 0.94199

INTERESTS FOR GSP: 76Y TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 12

BTMS = 33.80804  
 WT = 3.94034  
 JMS = 13.73011  
 EMS = 2.54180

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.38713      ICC(1,k) = 0.88345  
 ICC(2,1) = 0.39804      ICC(2,k) = 0.88808  
 ICC(3,1) = 0.50619      ICC(3,k) = 0.92482  
           ICC(2,20) = 0.92970

INTERESTS FOR CTP: 76Y TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 7

BTMS = 11.86735  
 WT = 2.80952  
 JMS = 8.52976  
 EMS = 1.99235

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.31533      ICC(1,k) = 0.76326  
 ICC(2,1) = 0.33427      ICC(2,k) = 0.77851  
 ICC(3,1) = 0.41454      ICC(3,k) = 0.83212  
           ICC(2,20) = 0.90944

INTERESTS FOR GSP: 76Y TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 7

BTMS = 12.11990  
 WT = 2.16667  
 JMS = 4.41071  
 EMS = 1.84609

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.39623      ICC(1,k) = 0.82123  
 ICC(2,1) = 0.40384      ICC(2,k) = 0.82584  
 ICC(3,1) = 0.44290      ICC(3,k) = 0.84768  
           ICC(2,20) = 0.93126

INTERESTS FOR CTP: 88M ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 51

BTMS = 87.62710  
WT = 4.20020  
JMS = 15.01186  
EMS = 2.65567

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.28030      ICC(1,k) = 0.95207  
ICC(2,1) = 0.28401      ICC(2,k) = 0.95290  
ICC(3,1) = 0.38551      ICC(3,k) = 0.96969  
ICC(2,20) = 0.88806

INTERESTS FOR GSP: 88M ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 51

BTMS = 74.14811  
WT = 3.70461  
JMS = 10.94010  
EMS = 2.67097

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.27159      ICC(1,k) = 0.95004  
ICC(2,1) = 0.27448      ICC(2,k) = 0.95072  
ICC(3,1) = 0.34414      ICC(3,k) = 0.96398  
ICC(2,20) = 0.88326

INTERESTS FOR CTP: 88M FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 29

BTMS = 54.16687  
WT = 4.15086  
JMS = 15.28879  
EMS = 2.55973

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.29354      ICC(1,k) = 0.92337  
ICC(2,1) = 0.30007      ICC(2,k) = 0.92556  
ICC(3,1) = 0.41010      ICC(3,k) = 0.95274  
ICC(2,20) = 0.89555

INTERESTS FOR GSP: 88M FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 29

BTMS = 45.62993  
WT = 3.61330  
JMS = 12.68442  
EMS = 2.31743

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.28621      ICC(1,k) = 0.92081  
ICC(2,1) = 0.29246      ICC(2,k) = 0.92300  
ICC(3,1) = 0.39190      ICC(3,k) = 0.94921  
          ICC(2,20) = 0.89209

INTERESTS FOR CTP: 88M TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 22

BTMS = 36.87013  
WT = 4.19372  
JMS = 14.31602  
EMS = 2.74768

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.26154      ICC(1,k) = 0.88626  
ICC(2,1) = 0.26999      ICC(2,k) = 0.89055  
ICC(3,1) = 0.36081      ICC(3,k) = 0.92548  
          ICC(2,20) = 0.88091

INTERESTS FOR GSP: 88M TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 22

BTMS = 31.62338  
WT = 3.81872  
JMS = 8.69805  
EMS = 3.12168

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.24866      ICC(1,k) = 0.87924  
ICC(2,1) = 0.25332      ICC(2,k) = 0.88185  
ICC(3,1) = 0.29329      ICC(3,k) = 0.90129  
          ICC(2,20) = 0.87155

INTERESTS FOR CTP: 88M NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 32

BTMS = 35.53962  
WT = 4.28390  
JMS = 16.56641  
EMS = 2.52925

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.18567      ICC(1,k) = 0.87946  
ICC(2,1) = 0.19407      ICC(2,k) = 0.88513  
ICC(3,1) = 0.28970      ICC(3,k) = 0.92883  
ICC(2,20) = 0.82806

INTERESTS FOR GSP: 88M NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 32

BTMS = 31.16016  
WT = 3.79977  
JMS = 12.23677  
EMS = 2.59449

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.18368      ICC(1,k) = 0.87806  
ICC(2,1) = 0.19024      ICC(2,k) = 0.88260  
ICC(3,1) = 0.25599      ICC(3,k) = 0.91674  
ICC(2,20) = 0.82452

INTERESTS FOR CTP: 88M OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 15

BTMS = 59.64643  
WT = 4.02024  
JMS = 12.95833  
EMS = 2.74337

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.47983      ICC(1,k) = 0.93260  
ICC(2,1) = 0.48549      ICC(2,k) = 0.93401  
ICC(3,1) = 0.58033      ICC(3,k) = 0.95401  
ICC(2,20) = 0.94968

INTERESTS FOR GSP: 88M OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 15

BTMS = 57.25595  
WT = 3.36429  
JMS = 10.60476  
EMS = 2.32993

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.51642      ICC(1,k) = 0.94124  
ICC(2,1) = 0.52117      ICC(2,k) = 0.94228  
ICC(3,1) = 0.61114      ICC(3,k) = 0.95931  
ICC(2,20) = 0.95608

INTERESTS FOR CTP: 88M FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 19

BTMS = 17.78853  
WT = 3.97295  
JMS = 16.26389  
EMS = 2.21711

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.15471      ICC(1,k) = 0.77666  
ICC(2,1) = 0.17101      ICC(2,k) = 0.79672  
ICC(3,1) = 0.26989      ICC(3,k) = 0.87536  
ICC(2,20) = 0.80490

INTERESTS FOR GSP: 88M FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 19

BTMS = 15.23214  
WT = 3.64108  
JMS = 13.15643  
EMS = 2.28175

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.14350      ICC(1,k) = 0.76096  
ICC(2,1) = 0.15768      ICC(2,k) = 0.78055  
ICC(3,1) = 0.23001      ICC(3,k) = 0.85020  
ICC(2,20) = 0.78920

INTERESTS FOR CTP: 88M FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 10

BTMS = 47.17143  
WT = 2.99722  
JMS = 7.66667  
EMS = 2.33016

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.59577      ICC(1,k) = 0.93646  
ICC(2,1) = 0.59937      ICC(2,k) = 0.93735  
ICC(3,1) = 0.65805      ICC(3,k) = 0.95060  
ICC(2,20) = 0.96766

INTERESTS FOR GSP: 88M FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 10

BTMS = 39.82143  
WT = 2.62778  
JMS = 9.82778  
EMS = 1.59921

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.58599      ICC(1,k) = 0.93401  
ICC(2,1) = 0.59259      ICC(2,k) = 0.93567  
ICC(3,1) = 0.70502      ICC(3,k) = 0.95984  
ICC(2,20) = 0.96677

INTERESTS FOR CTP: 88M TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 13

BTMS = 22.21978  
WT = 4.75000  
JMS = 18.14904  
EMS = 2.83585

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.22052      ICC(1,k) = 0.78623  
ICC(2,1) = 0.23891      ICC(2,k) = 0.80318  
ICC(3,1) = 0.34460      ICC(3,k) = 0.87237  
ICC(2,20) = 0.86260

INTERESTS FOR GSP: 88M TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 13

BTMS = 19.95055  
 WT = 4.06090  
 JMS = 11.87500  
 EMS = 2.94460

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.23135      ICC(1,k) = 0.79645  
 ICC(2,1) = 0.24365      ICC(2,k) = 0.80724  
 ICC(3,1) = 0.30760      ICC(3,k) = 0.85241  
           ICC(2,20) = 0.86564

INTERESTS FOR CTP: 88M TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 5

BTMS = 17.51071  
 WT = 4.65000  
 JMS = 15.50000  
 EMS = 3.10000

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.35615      ICC(1,k) = 0.73445  
 ICC(2,1) = 0.38265      ICC(2,k) = 0.75604  
 ICC(3,1) = 0.48179      ICC(3,k) = 0.82297  
           ICC(2,20) = 0.92535

INTERESTS FOR GSP: 88M TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 5

BTMS = 21.99643  
 WT = 3.56250  
 JMS = 4.58750  
 EMS = 3.41607

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.50857      ICC(1,k) = 0.83804  
 ICC(2,1) = 0.51055      ICC(2,k) = 0.83911  
 ICC(3,1) = 0.52103      ICC(3,k) = 0.84470  
           ICC(2,20) = 0.95426

INTERESTS FOR CTP: 88M TRADOC CIVILIANS

TARGETS(n) = 8      RATERS(k) = 4

BTMS = 5.38839  
WT = 1.01042  
JMS = 1.03125  
EMS = 1.00744

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.51997      ICC(1,k) = 0.81248  
ICC(2,1) = 0.52014      ICC(2,k) = 0.81259  
ICC(3,1) = 0.52088      ICC(3,k) = 0.81304  
          ICC(2,20) = 0.95591

INTERESTS FOR GSP: 88M TRADOC CIVILIANS

TARGETS(n) = 8      RATERS(k) = 4

BTMS = 2.03125  
WT = 1.46875  
JMS = 1.94792  
EMS = 1.40030

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.08738      ICC(1,k) = 0.27692  
ICC(2,1) = 0.09698      ICC(2,k) = 0.30050  
ICC(3,1) = 0.10124      ICC(3,k) = 0.31062  
          ICC(2,20) = 0.68233

INTERESTS FOR CTP: 91A ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 58

BTMS = 40.59113  
WT = 4.78085  
JMS = 17.89837  
EMS = 2.90692

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.11437      ICC(1,k) = 0.88222  
ICC(2,1) = 0.11964      ICC(2,k) = 0.88742  
ICC(3,1) = 0.18268      ICC(3,k) = 0.92839  
ICC(2,20) = 0.73104

INTERESTS FOR GSP: 91A ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 58

BTMS = 64.19089  
WT = 3.83477  
JMS = 15.91213  
EMS = 2.10943

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.21344      ICC(1,k) = 0.94026  
ICC(2,1) = 0.21821      ICC(2,k) = 0.94182  
ICC(3,1) = 0.33662      ICC(3,k) = 0.96714  
ICC(2,20) = 0.84808

INTERESTS FOR CTP: 91A FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 32

BTMS = 18.89286  
WT = 4.93851  
JMS = 17.65323  
EMS = 3.12212

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.08114      ICC(1,k) = 0.73860  
ICC(2,1) = 0.09074      ICC(2,k) = 0.76153  
ICC(3,1) = 0.13633      ICC(3,k) = 0.83475  
ICC(2,20) = 0.66621

INTERESTS FOR GSP: 91A FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 32

BTMS = 39.41741  
WT = 4.07384  
JMS = 17.24143  
EMS = 2.19276

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.21329      ICC(1,k) = 0.89665  
ICC(2,1) = 0.22212      ICC(2,k) = 0.90136  
ICC(3,1) = 0.34662      ICC(3,k) = 0.94437  
ICC(2,20) = 0.85099

INTERESTS FOR CTP: 91A TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 26

BTMS = 28.38462  
WT = 4.48654  
JMS = 18.47000  
EMS = 2.48890

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.17003      ICC(1,k) = 0.84194  
ICC(2,1) = 0.18167      ICC(2,k) = 0.85233  
ICC(3,1) = 0.28580      ICC(3,k) = 0.91232  
ICC(2,20) = 0.81617

INTERESTS FOR GSP: 91A TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 26

BTMS = 26.52747  
WT = 3.62038  
JMS = 14.82077  
EMS = 2.02033

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.19573      ICC(1,k) = 0.86352  
ICC(2,1) = 0.20657      ICC(2,k) = 0.87129  
ICC(3,1) = 0.31813      ICC(3,k) = 0.92384  
ICC(2,20) = 0.83889

INTERESTS FOR CTP: 91A NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 30

BTMS = 19.46667  
WT = 5.10546  
JMS = 19.21494  
EMS = 3.08982

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.08573      ICC(1,k) = 0.73773  
ICC(2,1) = 0.09660      ICC(2,k) = 0.76234  
ICC(3,1) = 0.15015      ICC(3,k) = 0.84128  
ICC(2,20) = 0.68137

INTERESTS FOR GSP: 91A NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 30

BTMS = 29.08571  
WT = 4.31466  
JMS = 19.23621  
EMS = 2.18300

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.16063      ICC(1,k) = 0.85166  
ICC(2,1) = 0.17208      ICC(2,k) = 0.86179  
ICC(3,1) = 0.29118      ICC(3,k) = 0.92495  
ICC(2,20) = 0.80608

INTERESTS FOR CTP: 91A OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 28

BTMS = 23.20408  
WT = 4.53472  
JMS = 17.08995  
EMS = 2.74112

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.12819      ICC(1,k) = 0.80457  
ICC(2,1) = 0.13879      ICC(2,k) = 0.81859  
ICC(3,1) = 0.21049      ICC(3,k) = 0.88187  
ICC(2,20) = 0.76321

INTERESTS FOR GSP: 91A OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 28

BTMS = 36.07908  
WT = 3.40873  
JMS = 12.76257  
EMS = 2.07247

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.25501      ICC(1,k) = 0.90552  
ICC(2,1) = 0.26270      ICC(2,k) = 0.90889  
ICC(3,1) = 0.36949      ICC(3,k) = 0.94256  
ICC(2,20) = 0.87694

INTERESTS FOR CTP: 91A FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 15

BTMS = 7.53214  
WT = 5.44881  
JMS = 22.45476  
EMS = 3.01939

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.02486      ICC(1,k) = 0.27659  
ICC(2,1) = 0.05232      ICC(2,k) = 0.45302  
ICC(3,1) = 0.09061      ICC(3,k) = 0.59913  
ICC(2,20) = 0.52478

INTERESTS FOR GSP: 91A FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 15

BTMS = 13.59881  
WT = 4.47976  
JMS = 22.05714  
EMS = 1.96871

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.11949      ICC(1,k) = 0.67058  
ICC(2,1) = 0.14754      ICC(2,k) = 0.72192  
ICC(3,1) = 0.28255      ICC(3,k) = 0.85523  
ICC(2,20) = 0.77586

INTERESTS FOR CTP: 91A FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 17

BTMS = 14.32668  
WT = 4.09651  
JMS = 10.21967  
EMS = 3.22177

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.12808      ICC(1,k) = 0.71406  
ICC(2,1) = 0.13753      ICC(2,k) = 0.73052  
ICC(3,1) = 0.16858      ICC(3,k) = 0.77512  
ICC(2,20) = 0.76129

INTERESTS FOR GSP: 91A FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 17

BTMS = 26.80567  
WT = 3.32629  
JMS = 9.36121  
EMS = 2.46415

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.29340      ICC(1,k) = 0.87591  
ICC(2,1) = 0.30093      ICC(2,k) = 0.87978  
ICC(3,1) = 0.36752      ICC(3,k) = 0.90807  
ICC(2,20) = 0.89593

INTERESTS FOR CTP: 91A TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 15

BTMS = 18.18929  
WT = 4.46071  
JMS = 15.14643  
EMS = 2.93418

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.17025      ICC(1,k) = 0.75476  
ICC(2,1) = 0.18566      ICC(2,k) = 0.77375  
ICC(3,1) = 0.25739      ICC(3,k) = 0.83869  
ICC(2,20) = 0.82014

INTERESTS FOR GSP: 91A TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 15

BTMS = 16.82738  
 WT = 3.98690  
 JMS = 14.69286  
 EMS = 2.45748

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.17676      ICC(1,k) = 0.76307  
 ICC(2,1) = 0.19373      ICC(2,k) = 0.78281  
 ICC(3,1) = 0.28049      ICC(3,k) = 0.85396  
 ICC(2,20) = 0.82776

INTERESTS FOR CTP: 91A TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 11

BTMS = 10.95942  
 WT = 4.10455  
 JMS = 18.57045  
 EMS = 2.03799

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.13181      ICC(1,k) = 0.62548  
 ICC(2,1) = 0.16499      ICC(2,k) = 0.68490  
 ICC(3,1) = 0.28467      ICC(3,k) = 0.81404  
 ICC(2,20) = 0.79806

INTERESTS FOR GSP: 91A TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 11

BTMS = 11.92045  
 WT = 2.70227  
 JMS = 11.90000  
 EMS = 1.38831

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.23671      ICC(1,k) = 0.77331  
 ICC(2,1) = 0.26162      ICC(2,k) = 0.79581  
 ICC(3,1) = 0.40817      ICC(3,k) = 0.88354  
 ICC(2,20) = 0.87634

INTERESTS FOR CTP: 94B ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 42

BTMS = 35.89796  
 WT = 4.96864  
 JMS = 17.94512  
 EMS = 3.11486

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.12908      ICC(1,k) = 0.86159  
 ICC(2,1) = 0.13577      ICC(2,k) = 0.86839  
 ICC(3,1) = 0.20038      ICC(3,k) = 0.91323  
           ICC(2,20) = 0.75857

INTERESTS FOR GSP: 94B ALL JUDGES

TARGETS(n) = 8      RATERS(k) = 42

BTMS = 68.65816  
 WT = 4.56344  
 JMS = 17.93089  
 EMS = 2.65381

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.25061      ICC(1,k) = 0.93353  
 ICC(2,1) = 0.25616      ICC(2,k) = 0.93533  
 ICC(3,1) = 0.37193      ICC(3,k) = 0.96135  
           ICC(2,20) = 0.87322

INTERESTS FOR CTP: 94B FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 28

BTMS = 28.19388  
 WT = 5.06250  
 JMS = 17.29101  
 EMS = 3.31557

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.14029      ICC(1,k) = 0.82044  
 ICC(2,1) = 0.14930      ICC(2,k) = 0.83092  
 ICC(3,1) = 0.21134      ICC(3,k) = 0.88240  
           ICC(2,20) = 0.77828

INTERESTS FOR GSP: 94B FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 28

BTMS = 50.84694  
WT = 4.60218  
JMS = 14.94444  
EMS = 3.12472

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.26410      ICC(1,k) = 0.90949  
ICC(2,1) = 0.27025      ICC(2,k) = 0.91205  
ICC(3,1) = 0.35294      ICC(3,k) = 0.93855  
ICC(2,20) = 0.88105

INTERESTS FOR CTP: 94B TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 14

BTMS = 10.14286  
WT = 4.95879  
JMS = 20.42033  
EMS = 2.75000

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.06948      ICC(1,k) = 0.51111  
ICC(2,1) = 0.09624      ICC(2,k) = 0.59853  
ICC(3,1) = 0.16109      ICC(3,k) = 0.72887  
ICC(2,20) = 0.68049

INTERESTS FOR GSP: 94B TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 8      RATERS(k) = 14

BTMS = 19.30102  
WT = 4.45330  
JMS = 23.26923  
EMS = 1.76531

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.19234      ICC(1,k) = 0.76927  
ICC(2,1) = 0.21952      ICC(2,k) = 0.79748  
ICC(3,1) = 0.41505      ICC(3,k) = 0.90854  
ICC(2,20) = 0.84906

INTERESTS FOR CTP: 94B NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 24

BTMS = 23.00000  
WT = 4.91848  
JMS = 17.17391  
EMS = 3.16770

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.13283      ICC(1,k) = 0.78615  
ICC(2,1) = 0.14384      ICC(2,k) = 0.80128  
ICC(3,1) = 0.20689      ICC(3,k) = 0.86227  
ICC(2,20) = 0.77065

INTERESTS FOR GSP: 94B NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 24

BTMS = 29.61830  
WT = 4.40240  
JMS = 16.40195  
EMS = 2.68818

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.19267      ICC(1,k) = 0.85136  
ICC(2,1) = 0.20311      ICC(2,k) = 0.85949  
ICC(3,1) = 0.29449      ICC(3,k) = 0.90924  
ICC(2,20) = 0.83600

INTERESTS FOR CTP: 94B OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 18

BTMS = 16.01587  
WT = 4.34477  
JMS = 13.45588  
EMS = 3.04318

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.12986      ICC(1,k) = 0.72872  
ICC(2,1) = 0.14228      ICC(2,k) = 0.74911  
ICC(3,1) = 0.19148      ICC(3,k) = 0.80999  
ICC(2,20) = 0.76839

INTERESTS FOR GSP: 94B OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 8      RATERS(k) = 18

BTMS = 42.53075  
WT = 4.63766  
JMS = 19.19485  
EMS = 2.55806

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.31221      ICC(1,k) = 0.89096  
ICC(2,1) = 0.32379      ICC(2,k) = 0.89604  
ICC(3,1) = 0.46470      ICC(3,k) = 0.93985  
ICC(2,20) = 0.90545

INTERESTS FOR CTP: 94B FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 16

BTMS = 14.45982  
WT = 5.12083  
JMS = 18.23125  
EMS = 3.24792

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.10232      ICC(1,k) = 0.64586  
ICC(2,1) = 0.12037      ICC(2,k) = 0.68647  
ICC(3,1) = 0.17746      ICC(3,k) = 0.77538  
ICC(2,20) = 0.73239

INTERESTS FOR GSP: 94B FORSCOM NCO

TARGETS(n) = 8      RATERS(k) = 16

BTMS = 17.21317  
WT = 4.99115  
JMS = 19.02031  
EMS = 2.98698

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.13273      ICC(1,k) = 0.71004  
ICC(2,1) = 0.15121      ICC(2,k) = 0.74028  
ICC(3,1) = 0.22939      ICC(3,k) = 0.82647  
ICC(2,20) = 0.78084

INTERESTS FOR CTP: 94B FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 12

BTMS = 18.92262  
 WT = 3.24432  
 JMS = 3.29167  
 EMS = 3.23755

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.28710      ICC(1,k) = 0.82855  
 ICC(2,1) = 0.28718      ICC(2,k) = 0.82861  
 ICC(3,1) = 0.28761      ICC(3,k) = 0.82891  
           ICC(2,20) = 0.88960

INTERESTS FOR GSP: 94B FORSCOM OFFICERS

TARGETS(n) = 8      RATERS(k) = 12

BTMS = 44.97470  
 WT = 3.41383  
 JMS = 9.35133  
 EMS = 2.56561

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.50360      ICC(1,k) = 0.92409  
 ICC(2,1) = 0.50865      ICC(2,k) = 0.92550  
 ICC(3,1) = 0.57939      ICC(3,k) = 0.94295  
           ICC(2,20) = 0.95393

INTERESTS FOR CTP: 94B TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 8

BTMS = 11.77679  
 WT = 4.17857  
 JMS = 12.52679  
 EMS = 2.98597

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.18520      ICC(1,k) = 0.64519  
 ICC(2,1) = 0.20822      ICC(2,k) = 0.67781  
 ICC(3,1) = 0.26901      ICC(3,k) = 0.74645  
           ICC(2,20) = 0.84024

INTERESTS FOR GSP: 94B TRADOC NCO

TARGETS(n) = 8      RATERS(k) = 8

BTMS = 17.81250  
 WT = 2.89732  
 JMS = 11.56250  
 EMS = 1.65944

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.39154      ICC(1,k) = 0.83734  
 ICC(2,1) = 0.41069      ICC(2,k) = 0.84791  
 ICC(3,1) = 0.54889      ICC(3,k) = 0.90684  
 ICC(2,20) = 0.93306

INTERESTS FOR CTP: 94B TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 6

BTMS = 4.84524  
 WT = 5.90000  
 JMS = 35.48333  
 EMS = 1.67381

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = -0.03071      ICC(1,k) = -0.21769  
 ICC(2,1) = 0.08222      ICC(2,k) = 0.34961  
 ICC(3,1) = 0.24000      ICC(3,k) = 0.65455  
 ICC(2,20) = 0.64180

INTERESTS FOR GSP: 94B TRADOC OFFICERS

TARGETS(n) = 8      RATERS(k) = 6

BTMS = 5.33333  
 WT = 6.40833  
 JMS = 40.78333  
 EMS = 1.49762

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = -0.02876      ICC(1,k) = -0.20156  
 ICC(2,1) = 0.09071      ICC(2,k) = 0.37443  
 ICC(3,1) = 0.29916      ICC(3,k) = 0.71920  
 ICC(2,20) = 0.66613

APPENDIX L

INTER-RATER RELIABILITIES FOR PHASE 2 VALIDITY JUDGMENTS:  
ATTRIBUTE VALIDITY RANKINGS

## NOTATIONS USED IN THIS APPENDIX

1. Analysis of variance results are displayed with the following notation:

BTMS = between target (attribute) mean square  
WT = within target mean square  
JMS = between judge mean square  
EMS = error mean square.

2. Intra-class correlations for each of the three Shrout and Fleiss models are displayed with the following notation:

$ICC(X,K)$

where ICC = intra-class correlation coefficient,  
X = Shrout and Fleiss model,

Model 1 = Each target rated by by a different set of k judges randomly selected from a larger population of judges

Model 2 = Random sample of k judges, each judge rates each target

Model 3 = Each target rated by each judge, not generalizing to other judges

K = number of raters (judges).

ATTRIBUTE RANKINGS: 16S ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 89

BTMS = 2623.73375  
 WT = 47.28647  
 JMS = 1.26153  
 EMS = 48.87353

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.37973      ICC(1,k) = 0.98198  
 ICC(2,1) = 0.37959      ICC(2,k) = 0.98197  
 ICC(3,1) = 0.37184      ICC(3,k) = 0.98137  
           ICC(2,20) = 0.92445

ATTRIBUTE RANKINGS: 16S OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 35

BTMS = 1025.47484  
 WT = 48.32224  
 JMS = 1.28106  
 EMS = 49.94435

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.36619      ICC(1,k) = 0.95288  
 ICC(2,1) = 0.36580      ICC(2,k) = 0.95280  
 ICC(3,1) = 0.35818      ICC(3,k) = 0.95130  
           ICC(2,20) = 0.92023

ATTRIBUTE RANKINGS: 16S NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 52

BTMS = 1720.95935  
 WT = 43.98538  
 JMS = 1.03312  
 EMS = 45.46649

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.42303      ICC(1,k) = 0.97444  
 ICC(2,1) = 0.42281      ICC(2,k) = 0.97442  
 ICC(3,1) = 0.41475      ICC(3,k) = 0.97358  
           ICC(2,20) = 0.93611

ATTRIBUTE RANKINGS: 16S FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 68

BTMS = 2177.38893  
WT = 44.89193  
JMS = 1.21430  
EMS = 46.39806

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.41127      ICC(1,k) = 0.97938  
ICC(2,1) = 0.41110      ICC(2,k) = 0.97937  
ICC(3,1) = 0.40313      ICC(3,k) = 0.97869  
ICC(2,20) = 0.93316

ATTRIBUTE RANKINGS: 16S FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 26

BTMS = 868.25858  
WT = 44.55338  
JMS = 1.16682  
EMS = 46.04947

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.41557      ICC(1,k) = 0.94869  
ICC(2,1) = 0.41513      ICC(2,k) = 0.94860  
ICC(3,1) = 0.40714      ICC(3,k) = 0.94696  
ICC(2,20) = 0.93419

ATTRIBUTE RANKINGS: 16S FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 42

BTMS = 1380.29064  
WT = 44.51521  
JMS = 1.26365  
EMS = 46.00665

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.41672      ICC(1,k) = 0.96775  
ICC(2,1) = 0.41645      ICC(2,k) = 0.96771  
ICC(3,1) = 0.40847      ICC(3,k) = 0.96667  
ICC(2,20) = 0.93453

ATTRIBUTE RANKINGS: 16S TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 21

BTMS = 540.80684  
WT = 53.10635  
JMS = 1.46873  
EMS = 54.88696

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.30425      ICC(1,k) = 0.90180  
ICC(2,1) = 0.30348      ICC(2,k) = 0.90148  
ICC(3,1) = 0.29656      ICC(3,k) = 0.89851  
ICC(2,20) = 0.89706

ATTRIBUTE RANKINGS: 16S TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 9

BTMS = 208.86284  
WT = 59.89907  
JMS = 1.78333  
EMS = 61.90307

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.21650      ICC(1,k) = 0.71321  
ICC(2,1) = 0.21421      ICC(2,k) = 0.71044  
ICC(3,1) = 0.20872      ICC(3,k) = 0.70362  
ICC(2,20) = 0.84501

ATTRIBUTE RANKINGS: 16S TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 10

BTMS = 410.99552  
WT = 38.90407  
JMS = 0.05963  
EMS = 40.24354

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.48887      ICC(1,k) = 0.90534  
ICC(2,1) = 0.48796      ICC(2,k) = 0.90503  
ICC(3,1) = 0.47951      ICC(3,k) = 0.90208  
ICC(2,20) = 0.95015

ATTRIBUTE RANKINGS: 19K ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 52

BTMS = 1637.04043  
WT = 45.41281  
JMS = 0.16736  
EMS = 46.97300

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.40263      ICC(1,k) = 0.97226  
ICC(2,1) = 0.40239      ICC(2,k) = 0.97223  
ICC(3,1) = 0.39430      ICC(3,k) = 0.97131  
          ICC(2,20) = 0.93088

ATTRIBUTE RANKINGS: 19K OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 19

BTMS = 600.10502  
WT = 47.05439  
JMS = 0.06374  
EMS = 48.67475

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.38218      ICC(1,k) = 0.92159  
ICC(2,1) = 0.38149      ICC(2,k) = 0.92138  
ICC(3,1) = 0.37353      ICC(3,k) = 0.91889  
          ICC(2,20) = 0.92501

ATTRIBUTE RANKINGS: 19K TRADOC CIVILIANS

TARGETS(n) = 30      RATERS(k) = 8

BTMS = 349.20690  
WT = 37.39524  
JMS = 0.00000  
EMS = 38.68473

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.51035      ICC(1,k) = 0.89291  
ICC(2,1) = 0.50932      ICC(2,k) = 0.89252  
ICC(3,1) = 0.50084      ICC(3,k) = 0.88922  
          ICC(2,20) = 0.95404

ATTRIBUTE RANKINGS: 19K NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 25

BTMS = 911.81651  
WT = 41.27767  
JMS = 0.27633  
EMS = 42.69151

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.45758      ICC(1,k) = 0.95473  
ICC(2,1) = 0.45718      ICC(2,k) = 0.95466  
ICC(3,1) = 0.44883      ICC(3,k) = 0.95318  
ICC(2,20) = 0.94396

ATTRIBUTE RANKINGS: 19K FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 30

BTMS = 913.76939  
WT = 47.22946  
JMS = 0.17398  
EMS = 48.85207

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.37949      ICC(1,k) = 0.94831  
ICC(2,1) = 0.37905      ICC(2,k) = 0.94822  
ICC(3,1) = 0.37113      ICC(3,k) = 0.94654  
ICC(2,20) = 0.92429

ATTRIBUTE RANKINGS: 19K FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 15

BTMS = 465.87556  
WT = 48.36190  
JMS = 0.08032  
EMS = 50.02679

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.36530      ICC(1,k) = 0.89619  
ICC(2,1) = 0.36437      ICC(2,k) = 0.89582  
ICC(3,1) = 0.35657      ICC(3,k) = 0.89262  
ICC(2,20) = 0.91977

ATTRIBUTE RANKINGS: 19K FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 15

BTMS = 558.45280  
 WT = 41.83556  
 JMS = 0.24508  
 EMS = 43.26971

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.45153      ICC(1,k) = 0.92509  
 ICC(2,1) = 0.45084      ICC(2,k) = 0.92489  
 ICC(3,1) = 0.44251      ICC(3,k) = 0.92252  
           ICC(2,20) = 0.94259

ATTRIBUTE RANKINGS: 19K TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 22

BTMS = 788.44389  
 WT = 42.06652  
 JMS = 0.16421  
 EMS = 43.51143

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.44644      ICC(1,k) = 0.94665  
 ICC(2,1) = 0.44596      ICC(2,k) = 0.94655  
 ICC(3,1) = 0.43763      ICC(3,k) = 0.94481  
           ICC(2,20) = 0.94152

ATTRIBUTE RANKINGS: 19K TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 4

BTMS = 185.37931  
 WT = 40.15556  
 JMS = 0.00000  
 EMS = 41.54023

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.47483      ICC(1,k) = 0.78339  
 ICC(2,1) = 0.47244      ICC(2,k) = 0.78176  
 ICC(3,1) = 0.46400      ICC(3,k) = 0.77592  
           ICC(2,20) = 0.94712

ATTRIBUTE RANKINGS: 19K TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 10

BTMS = 373.99034  
WT = 42.78074  
JMS = 0.35407  
EMS = 44.24373

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

---

ICC(1,1) =	0.43637	ICC(1,k) =	0.88561
ICC(2,1) =	0.43528	ICC(2,k) =	0.88516
ICC(3,1) =	0.42703	ICC(3,k) =	0.88170
ICC(2,20) =	0.93908		

ATTRIBUTE RANKINGS: 67N ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 56

BTMS = 2288.14819  
 WT = 36.37500  
 JMS = 0.35723  
 EMS = 37.61699

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.52504      ICC(1,k) = 0.98410  
 ICC(2,1) = 0.52490      ICC(2,k) = 0.98409  
 ICC(3,1) = 0.51652      ICC(3,k) = 0.98356  
 ICC(2,20) = 0.95670

ATTRIBUTE RANKINGS: 67N OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 23

BTMS = 1100.05202  
 WT = 30.36126  
 JMS = 0.68682  
 EMS = 31.38452

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.60503      ICC(1,k) = 0.97240  
 ICC(2,1) = 0.60480      ICC(2,k) = 0.97237  
 ICC(3,1) = 0.59685      ICC(3,k) = 0.97147  
 ICC(2,20) = 0.96836

ATTRIBUTE RANKINGS: 67N NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 33

BTMS = 1241.45597  
 WT = 40.03258  
 JMS = 0.09154  
 EMS = 41.40985

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.47628      ICC(1,k) = 0.96775  
 ICC(2,1) = 0.47600      ICC(2,k) = 0.96772  
 ICC(3,1) = 0.46757      ICC(3,k) = 0.96664  
 ICC(2,20) = 0.94783

ATTRIBUTE RANKINGS: 67N FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 26

BTMS = 1115.31194  
WT = 35.11826  
JMS = 0.61621  
EMS = 36.30798

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.54192      ICC(1,k) = 0.96851  
ICC(2,1) = 0.54165      ICC(2,k) = 0.96848  
ICC(3,1) = 0.53337      ICC(3,k) = 0.96745  
          ICC(2,20) = 0.95941

ATTRIBUTE RANKINGS: 67N FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 15

BTMS = 706.64529  
WT = 32.06159  
JMS = 0.98190  
EMS = 33.13330

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.58380      ICC(1,k) = 0.95463  
ICC(2,1) = 0.58341      ICC(2,k) = 0.95456  
ICC(3,1) = 0.57540      ICC(3,k) = 0.95311  
          ICC(2,20) = 0.96553

ATTRIBUTE RANKINGS: 67N FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 11

BTMS = 446.06740  
WT = 39.28848  
JMS = 0.00000  
EMS = 40.64326

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.48487      ICC(1,k) = 0.91192  
ICC(2,1) = 0.48403      ICC(2,k) = 0.91165  
ICC(3,1) = 0.47557      ICC(3,k) = 0.90889  
          ICC(2,20) = 0.94940

ATTRIBUTE RANKINGS: 67N TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 30

BTMS = 1206.44352  
WT = 37.59096  
JMS = 0.10100  
EMS = 38.88372

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.50895      ICC(1,k) = 0.96884  
ICC(2,1) = 0.50868      ICC(2,k) = 0.96881  
ICC(3,1) = 0.50022      ICC(3,k) = 0.96777  
          ICC(2,20) = 0.95393

ATTRIBUTE RANKINGS: 67N TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 8

BTMS = 425.22414  
WT = 26.89762  
JMS = 0.00000  
EMS = 27.82512

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.64926      ICC(1,k) = 0.93674  
ICC(2,1) = 0.64873      ICC(2,k) = 0.93661  
ICC(3,1) = 0.64097      ICC(3,k) = 0.93456  
          ICC(2,20) = 0.97364

ATTRIBUTE RANKINGS: 67N TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 22

BTMS = 825.48255  
WT = 40.90794  
JMS = 0.13939  
EMS = 42.31375

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.46575      ICC(1,k) = 0.95044  
ICC(2,1) = 0.46530      ICC(2,k) = 0.95036  
ICC(3,1) = 0.45691      ICC(3,k) = 0.94874  
          ICC(2,20) = 0.94566

ATTRIBUTE RANKINGS: 76Y ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 49

BTMS = 1837.03214  
 WT = 39.65187  
 JMS = 0.85748  
 EMS = 40.98961

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.48054      ICC(1,k) = 0.97842  
 ICC(2,1) = 0.48036      ICC(2,k) = 0.97840  
 ICC(3,1) = 0.47208      ICC(3,k) = 0.97769  
           ICC(2,20) = 0.94869

ATTRIBUTE RANKINGS: 76Y OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 20

BTMS = 921.14598  
 WT = 31.82912  
 JMS = 0.08246  
 EMS = 32.92384

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.58281      ICC(1,k) = 0.96545  
 ICC(2,1) = 0.58252      ICC(2,k) = 0.96541  
 ICC(3,1) = 0.57427      ICC(3,k) = 0.96426  
           ICC(2,20) = 0.96541

ATTRIBUTE RANKINGS: 76Y NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 28

BTMS = 990.67180  
 WT = 42.63682  
 JMS = 1.31865  
 EMS = 44.06158

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.44262      ICC(1,k) = 0.95696  
 ICC(2,1) = 0.44225      ICC(2,k) = 0.95690  
 ICC(3,1) = 0.43416      ICC(3,k) = 0.95552  
           ICC(2,20) = 0.94068

ATTRIBUTE RANKINGS: 76Y FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 29

BTMS = 1091.83765  
WT = 40.35049  
JMS = 1.32282  
EMS = 41.69627

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.47329      ICC(1,k) = 0.96304  
ICC(2,1) = 0.47297      ICC(2,k) = 0.96300  
ICC(3,1) = 0.46480      ICC(3,k) = 0.96181  
ICC(2,20) = 0.94723

ATTRIBUTE RANKINGS: 76Y FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 13

BTMS = 630.15111  
WT = 30.51966  
JMS = 0.04103  
EMS = 31.57065

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.60181      ICC(1,k) = 0.95157  
ICC(2,1) = 0.60139      ICC(2,k) = 0.95149  
ICC(3,1) = 0.59324      ICC(3,k) = 0.94990  
ICC(2,20) = 0.96792

ATTRIBUTE RANKINGS: 76Y FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 16

BTMS = 543.97306  
WT = 45.58903  
JMS = 2.03875  
EMS = 47.09076

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.40591      ICC(1,k) = 0.91619  
ICC(2,1) = 0.40519      ICC(2,k) = 0.91596  
ICC(3,1) = 0.39740      ICC(3,k) = 0.91343  
ICC(2,20) = 0.93162

ATTRIBUTE RANKINGS: 76Y TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 20

BTMS = 784.12207  
WT = 38.72351  
JMS = 0.06000  
EMS = 40.05673

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.49044      ICC(1,k) = 0.95062  
ICC(2,1) = 0.48999      ICC(2,k) = 0.95053  
ICC(3,1) = 0.48153      ICC(3,k) = 0.94892  
ICC(2,20) = 0.95053

ATTRIBUTE RANKINGS: 76Y TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 7

BTMS = 323.25271  
WT = 34.55556  
JMS = 0.17143  
EMS = 35.74122

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.54411      ICC(1,k) = 0.89310  
ICC(2,1) = 0.54309      ICC(2,k) = 0.89271  
ICC(3,1) = 0.53471      ICC(3,k) = 0.88943  
ICC(2,20) = 0.95963

ATTRIBUTE RANKINGS: 76Y TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 12

BTMS = 499.41379  
WT = 37.83939  
JMS = 0.00000  
EMS = 39.14420

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.50410      ICC(1,k) = 0.92423  
ICC(2,1) = 0.50339      ICC(2,k) = 0.92403  
ICC(3,1) = 0.49491      ICC(3,k) = 0.92162  
ICC(2,20) = 0.95299

ATTRIBUTE RANKINGS: 88M ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 50

BTMS = 1517.93848  
 WT = 47.09265  
 JMS = 2.03162  
 EMS = 48.64648

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.38449      ICC(1,k) = 0.96898  
 ICC(2,1) = 0.38424      ICC(2,k) = 0.96894  
 ICC(3,1) = 0.37659      ICC(3,k) = 0.96795  
 ICC(2,20) = 0.92582

ATTRIBUTE RANKINGS: 88M OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 15

BTMS = 504.17349  
 WT = 46.04635  
 JMS = 0.69746  
 EMS = 47.61010

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.39878      ICC(1,k) = 0.90867  
 ICC(2,1) = 0.39796      ICC(2,k) = 0.90839  
 ICC(3,1) = 0.38999      ICC(3,k) = 0.90557  
 ICC(2,20) = 0.92968

ATTRIBUTE RANKINGS: 88M TRADOC CIVILIANS

TARGETS(n) = 30      RATERS(k) = 4

BTMS = 206.22299  
 WT = 38.36667  
 JMS = 3.26667  
 EMS = 39.57701

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.52239      ICC(1,k) = 0.81396  
 ICC(2,1) = 0.52059      ICC(2,k) = 0.81286  
 ICC(3,1) = 0.51283      ICC(3,k) = 0.80809  
 ICC(2,20) = 0.95598

ATTRIBUTE RANKINGS: 88M NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 30

BTMS = 967.50839  
WT = 45.44870  
JMS = 2.52218  
EMS = 46.92892

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.40344      ICC(1,k) = 0.95303  
ICC(2,1) = 0.40305      ICC(2,k) = 0.95295  
ICC(3,1) = 0.39536      ICC(3,k) = 0.95150  
          ICC(2,20) = 0.93105

ATTRIBUTE RANKINGS: 88M FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 27

BTMS = 823.25313  
WT = 47.22583  
JMS = 0.76752  
EMS = 48.82784

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.37834      ICC(1,k) = 0.94264  
ICC(2,1) = 0.37786      ICC(2,k) = 0.94252  
ICC(3,1) = 0.37005      ICC(3,k) = 0.94069  
          ICC(2,20) = 0.92394

ATTRIBUTE RANKINGS: 88M FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 10

BTMS = 372.17471  
WT = 43.45037  
JMS = 0.74815  
EMS = 44.92286

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.43070      ICC(1,k) = 0.88325  
ICC(2,1) = 0.42960      ICC(2,k) = 0.88279  
ICC(3,1) = 0.42146      ICC(3,k) = 0.87930  
          ICC(2,20) = 0.93775

ATTRIBUTE RANKINGS: 88M FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 17

BTMS = 572.84760  
 WT = 44.94289  
 JMS = 0.78554  
 EMS = 46.46556

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.40862      ICC(1,k) = 0.92154  
 ICC(2,1) = 0.40792      ICC(2,k) = 0.92134  
 ICC(3,1) = 0.39990      ICC(3,k) = 0.91889  
           ICC(2,20) = 0.93234

ATTRIBUTE RANKINGS: 88M TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 23

BTMS = 749.65697  
 WT = 46.64321  
 JMS = 3.10184  
 EMS = 48.14464

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.39588      ICC(1,k) = 0.93778  
 ICC(2,1) = 0.39537      ICC(2,k) = 0.93766  
 ICC(3,1) = 0.38782      ICC(3,k) = 0.93578  
           ICC(2,20) = 0.92897

ATTRIBUTE RANKINGS: 88M TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 5

BTMS = 180.58483  
 WT = 51.65000  
 JMS = 0.54000  
 EMS = 53.41241

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.33301      ICC(1,k) = 0.71398  
 ICC(2,1) = 0.32996      ICC(2,k) = 0.71117  
 ICC(3,1) = 0.32258      ICC(3,k) = 0.70423  
           ICC(2,20) = 0.90782

ATTRIBUTE RANKINGS: 88M TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 13

BTMS = 450.79832  
WT = 45.36496  
JMS = 4.34744  
EMS = 46.77935

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.40740      ICC(1,k) = 0.89937  
ICC(2,1) = 0.40655      ICC(2,k) = 0.89905  
ICC(3,1) = 0.39917      ICC(3,k) = 0.89623  
          ICC(2,20) = 0.93198

ATTRIBUTE RANKINGS: 91A ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 58

BTMS = 1854.61879  
 WT = 45.04979  
 JMS = 1.29502  
 EMS = 46.55857

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.40918      ICC(1,k) = 0.97571  
 ICC(2,1) = 0.40898      ICC(2,k) = 0.97569  
 ICC(3,1) = 0.40104      ICC(3,k) = 0.97490  
           ICC(2,20) = 0.93261

ATTRIBUTE RANKINGS: 91A OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 28

BTMS = 883.42648  
 WT = 46.19378  
 JMS = 1.46539  
 EMS = 47.73614

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.39295      ICC(1,k) = 0.94771  
 ICC(2,1) = 0.39251      ICC(2,k) = 0.94762  
 ICC(3,1) = 0.38470      ICC(3,k) = 0.94596  
           ICC(2,20) = 0.92817

ATTRIBUTE RANKINGS: 91A NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 30

BTMS = 1036.71207  
 WT = 43.35414  
 JMS = 1.18103  
 EMS = 44.80838

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.43303      ICC(1,k) = 0.95818  
 ICC(2,1) = 0.43267      ICC(2,k) = 0.95812  
 ICC(3,1) = 0.42459      ICC(3,k) = 0.95678  
           ICC(2,20) = 0.93847

ATTRIBUTE RANKINGS: 91A FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 32

BTMS = 928.83337  
WT = 48.71213  
JMS = 0.96179  
EMS = 50.35869

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.36087      ICC(1,k) = 0.94756  
ICC(2,1) = 0.36043      ICC(2,k) = 0.94746  
ICC(3,1) = 0.35281      ICC(3,k) = 0.94578  
          ICC(2,20) = 0.91851

ATTRIBUTE RANKINGS: 91A FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 17

BTMS = 561.77884  
WT = 45.88284  
JMS = 1.46569  
EMS = 47.41447

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.39810      ICC(1,k) = 0.91833  
ICC(2,1) = 0.39739      ICC(2,k) = 0.91810  
ICC(3,1) = 0.38955      ICC(3,k) = 0.91560  
          ICC(2,20) = 0.92952

ATTRIBUTE RANKINGS: 91A FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 15

BTMS = 435.24874  
WT = 50.71587  
JMS = 0.43905  
EMS = 52.44956

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.33576      ICC(1,k) = 0.88348  
ICC(2,1) = 0.33475      ICC(2,k) = 0.88301  
ICC(3,1) = 0.32731      ICC(3,k) = 0.87950  
          ICC(2,20) = 0.90962

ATTRIBUTE RANKINGS: 91A TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 26

BTMS = 977.02515  
WT = 40.32908  
JMS = 1.75615  
EMS = 41.65918

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.47183      ICC(1,k) = 0.95872  
ICC(2,1) = 0.47147      ICC(2,k) = 0.95867  
ICC(3,1) = 0.46340      ICC(3,k) = 0.95736  
ICC(2,20) = 0.94692

ATTRIBUTE RANKINGS: 91A TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 11

BTMS = 362.90240  
WT = 47.32242  
JMS = 1.60303  
EMS = 48.89896

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.37743      ICC(1,k) = 0.86960  
ICC(2,1) = 0.37625      ICC(2,k) = 0.86903  
ICC(3,1) = 0.36860      ICC(3,k) = 0.86526  
ICC(2,20) = 0.92346

ATTRIBUTE RANKINGS: 91A TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 15

BTMS = 658.63609  
WT = 35.14032  
JMS = 1.97238  
EMS = 36.28404

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.54189      ICC(1,k) = 0.94665  
ICC(2,1) = 0.54143      ICC(2,k) = 0.94655  
ICC(3,1) = 0.53347      ICC(3,k) = 0.94491  
ICC(2,20) = 0.95937

ATTRIBUTE RANKINGS: 94B ALL JUDGES

TARGETS(n) = 30      RATERS(k) = 42

BTMS = 1242.06962  
 WT = 47.88858  
 JMS = 0.94239  
 EMS = 49.50741

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.37254      ICC(1,k) = 0.96144  
 ICC(2,1) = 0.37222      ICC(2,k) = 0.96139  
 ICC(3,1) = 0.36449      ICC(3,k) = 0.96014  
           ICC(2,20) = 0.92223

ATTRIBUTE RANKINGS: 94B OFFICERS, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 18

BTMS = 561.88863  
 WT = 47.52593  
 JMS = 0.90741  
 EMS = 49.16450

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.37549      ICC(1,k) = 0.91542  
 ICC(2,1) = 0.37475      ICC(2,k) = 0.91517  
 ICC(3,1) = 0.36684      ICC(3,k) = 0.91250  
           ICC(2,20) = 0.92300

ATTRIBUTE RANKINGS: 94B NCO, FORSCOM & TRADOC COMBINED

TARGETS(n) = 30      RATERS(k) = 24

BTMS = 755.92510  
 WT = 47.05519  
 JMS = 1.67150  
 EMS = 48.62015

INTRACCLASS CORRELATIONS - Shrout & Fleiss Models

-----  
 ICC(1,1) = 0.38563      ICC(1,k) = 0.93775  
 ICC(2,1) = 0.38511      ICC(2,k) = 0.93762  
 ICC(3,1) = 0.37739      ICC(3,k) = 0.93568  
           ICC(2,20) = 0.92607

ATTRIBUTE RANKINGS: 94B FORSCOM, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 29

BTMS = 892.78462  
WT = 47.20082  
JMS = 1.30632  
EMS = 48.78339

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.38186      ICC(1,k) = 0.94713  
ICC(2,1) = 0.38141      ICC(2,k) = 0.94704  
ICC(3,1) = 0.37366      ICC(3,k) = 0.94536  
ICC(2,20) = 0.92499

ATTRIBUTE RANKINGS: 94B FORSCOM OFFICERS

TARGETS(n) = 30      RATERS(k) = 12

BTMS = 422.58582  
WT = 44.82727  
JMS = 0.01111  
EMS = 46.37266

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.41254      ICC(1,k) = 0.89392  
ICC(2,1) = 0.41155      ICC(2,k) = 0.89353  
ICC(3,1) = 0.40337      ICC(3,k) = 0.89026  
ICC(2,20) = 0.93328

ATTRIBUTE RANKINGS: 94B FORSCOM NCO

TARGETS(n) = 30      RATERS(k) = 17

BTMS = 532.50061  
WT = 48.01838  
JMS = 2.27132  
EMS = 49.59587

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.37245      ICC(1,k) = 0.90982  
ICC(2,1) = 0.37169      ICC(2,k) = 0.90956  
ICC(3,1) = 0.36417      ICC(3,k) = 0.90686  
ICC(2,20) = 0.92207

ATTRIBUTE RANKINGS: 94B TRADOC, NCO & OFFICERS COMBINED

TARGETS(n) = 30      RATERS(k) = 13

BTMS = 401.16569  
WT = 49.30470  
JMS = 0.16923  
EMS = 50.99903

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.35440      ICC(1,k) = 0.87710  
ICC(2,1) = 0.35330      ICC(2,k) = 0.87658  
ICC(3,1) = 0.34562      ICC(3,k) = 0.87287  
ICC(2,20) = 0.91615

ATTRIBUTE RANKINGS: 94B TRADOC OFFICERS

TARGETS(n) = 30      RATERS(k) = 6

BTMS = 202.03448  
WT = 50.84000  
JMS = 0.00000  
EMS = 52.59310

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.33140      ICC(1,k) = 0.74836  
ICC(2,1) = 0.32882      ICC(2,k) = 0.74616  
ICC(3,1) = 0.32138      ICC(3,k) = 0.73968  
ICC(2,20) = 0.90739

ATTRIBUTE RANKINGS: 94B TRADOC NCO

TARGETS(n) = 30      RATERS(k) = 7

BTMS = 268.08604  
WT = 45.13333  
JMS = 0.33810  
EMS = 46.67800

INTRACLASS CORRELATIONS - Shrout & Fleiss Models

-----  
ICC(1,1) = 0.41373      ICC(1,k) = 0.83165  
ICC(2,1) = 0.41204      ICC(2,k) = 0.83067  
ICC(3,1) = 0.40392      ICC(3,k) = 0.82588  
ICC(2,20) = 0.93340

APPENDIX M

JOB COMPONENT QUESTIONNAIRE  
MULTITRAIT-MULTIMETHOD MATRICES







APPENDIX N

INTERCORRELATIONS OF MEAN VALIDITY RATINGS  
AND RANKINGS FOR PHASE 1 AND PHASE 2 MOS

INTERCORRELATIONS OF MEAN VALIDITY RATINGS FOR CORE TECHNICAL PROFICIENCY, PHASE 1 AND PHASE 2 MOS

	CTP16	CTP19	CTP67	CTP76	CTP88	CTP91	CTP94	CTP11	CTP63
CTP16	1.000								
CTP19	0.862	1.000							
CTP67	0.517	0.766	1.000						
CTP76	0.383	0.413	0.403	1.000					
CTP88	0.785	0.906	0.671	0.407	1.000				
CTP91	0.351	0.353	0.466	0.748	0.243	1.000			
CTP94	0.288	0.364	0.368	0.800	0.428	0.637	1.000		
CTP11	0.699	0.590	0.178	0.580	0.597	0.371	0.506	1.000	
CTP63	0.626	0.822	0.920	0.323	0.801	0.362	0.372	0.296	1.000
CTP71	0.447	0.482	0.499	0.818	0.401	0.822	0.752	0.494	0.388

INTERCORRELATIONS OF MEAN VALIDITY RATINGS FOR GENERAL SOLDERING PROFICIENCY, PHASE 1 AND PHASE 2 MOS

	GSP16	GSP19	GSP67	GSP76	GSP88	GSP91	GSP94	GSP11	GSP63
GSP16	1.000								
GSP19	0.959	1.000							
GSP67	0.950	0.930	1.000						
GSP76	0.886	0.833	0.889	1.000					
GSP88	0.958	0.939	0.919	0.906	1.000				
GSP91	0.951	0.920	0.948	0.931	0.938	1.000			
GSP94	0.887	0.840	0.923	0.957	0.910	0.947	1.000		
GSP11	0.870	0.867	0.848	0.916	0.887	0.913	0.884	1.000	
GSP63	0.944	0.911	0.949	0.931	0.932	0.968	0.928	0.921	1.000
GSP71	0.884	0.897	0.871	0.898	0.897	0.914	0.858	0.969	0.919

**INTERCORRELATIONS OF MEAN VALIDITY RATINGS FOR EFFORT AND LEADERSHIP, PHASE 2**

	EFL16	EFL19	EFL67	EFL76	EFL88	EFL91
EFL16	1.000					
EFL19	0.952	1.000				
EFL67	0.942	0.971	1.000			
EFL76	0.888	0.896	0.915	1.000		
EFL88	0.953	0.958	0.950	0.926	1.000	
EFL91	0.949	0.947	0.962	0.928	0.943	1.000
EFL94	0.899	0.898	0.915	0.928	0.914	0.947

**INTERCORRELATIONS OF MEAN VALIDITY RATINGS FOR PERSONAL DISCIPLINE, PHASE 2**

	DIS16	DIS19	DIS67	DIS76	DIS88	DIS91
DIS16	1.000					
DIS19	0.968	1.000				
DIS67	0.946	0.962	1.000			
DIS76	0.955	0.945	0.923	1.000		
DIS88	0.961	0.975	0.936	0.962	1.000	
DIS91	0.976	0.981	0.958	0.964	0.976	1.000
DIS94	0.938	0.941	0.920	0.958	0.936	0.957

**INTERCORRELATIONS OF MEAN VALIDITY RATINGS FOR PHYSICAL FITNESS AND MILITARY BEARING, PHASE 2**

	FIT16	FIT19	FIT67	FIT76	FIT88	FIT91
FIT16	1.000					
FIT19	0.953	1.000				
FIT67	0.975	0.967	1.000			
FIT76	0.976	0.962	0.964	1.000		
FIT88	0.983	0.954	0.977	0.970	1.000	
FIT91	0.987	0.969	0.983	0.963	0.974	1.000
FIT94	0.964	0.977	0.978	0.964	0.962	0.965

INTERCORRELATIONS OF MEAN VALIDITY RANKING PROFILES, PHASE 1 AND 2 MOS

	RK16S	RK19K	RK67N	RK76Y	RK88M	RK91A	RK94B	RK11B	RK63B
RK16S	1.000								
RK19K	0.893	1.000							
RK67N	0.619	0.764	1.000						
RK76Y	0.673	0.553	0.563	1.000					
RK88M	0.917	0.930	0.732	0.624	1.000				
RK91A	0.763	0.631	0.593	0.813	0.655	1.000			
RK94B	0.801	0.679	0.605	0.867	0.741	0.863	1.000		
RK11B	0.894	0.761	0.348	0.617	0.787	0.708	0.736	1.000	
RK63B	0.670	0.838	0.922	0.439	0.824	0.494	0.538	0.443	1.000
RK71L	0.719	0.594	0.568	0.883	0.626	0.867	0.905	0.670	0.411

APPENDIX O

MOS X COMMAND INTERCORRELATIONS, VALIDITY RATINGS AND RANKINGS

PHASE 2 MOS X COMMAND INTERCORRELATIONS  
Core Technical Proficiency

	FORSCOM								TRADOC							
	16S	19K	67N	76Y	88M	91A	94B		16S	19K	67Y	76Y	88M	91A	94B	
<b>FORSCOM</b>																
16S	.xxx															
19K	.818	.xxx														
67N	.400	.674	.xxx													
76Y	.381	.418	.354	.xxx												
88M	.739	.868	.501	.373	.xxx											
91A	.394	.407	.463	.699	.320	.xxx										
94B	.268	.403	.347	.802	.418	.682	.xxx									
<b>TRADOC</b>																
16S	.906	.826	.633	.295	.736	.413	.239	.xxx								
19K	.812	.907	.694	.346	.835	.414	.312	.883	.xxx							
67N	.477	.800	.916	.393	.686	.466	.449	.645	.755	.xxx						
76Y	.407	.437	.384	.916	.328	.713	.793	.325	.380	.422	.xxx					
88M	.748	.862	.633	.403	.879	.340	.437	.788	.867	.747	.470	.xxx				
91A	.262	.239	.460	.675	.075	.883	.543	.304	.295	.386	.771	.221	.xxx			
94B	.321	.349	.168	.697	.390	.653	.875	.256	.283	.340	.679	.320	.519	.xxx		

PHASE 2 MOS X COMMAND INTERCORRELATIONS

General Soldiering Proficiency

	FORSCOM								TRADOC					
	16S	19K	67N	76Y	88M	91A	94B	16S	19K	67N	76Y	88M	91A	94B
<b>FORSCOM</b>														
16S	.xxx													
19K	.918	.xxx												
67N	.949	.921	.xxx											
76Y	.863	.830	.838	.xxx										
88M	.909	.883	.859	.865	.xxx									
91A	.931	.909	.912	.869	.904	.xxx								
94B	.864	.835	.895	.907	.852	.909	.xxx							
<b>TRADOC</b>														
16S	.933	.926	.936	.775	.848	.862	.815	.xxx						
19K	.900	.865	.878	.704	.849	.831	.726	.928	.xxx					
67N	.899	.896	.931	.809	.841	.909	.884	.915	.834	.xxx				
76Y	.867	.832	.858	.881	.842	.860	.911	.837	.733	.898	.xxx			
88M	.916	.858	.913	.800	.827	.828	.840	.940	.884	.872	.851	.xxx		
91A	.921	.853	.883	.883	.882	.892	.876	.896	.850	.917	.915	.865	.xxx	
94B	.889	.855	.879	.913	.901	.929	.912	.830	.757	.901	.916	.821	.913	.xxx

PHASE 2 MOS X COMMAND INTERCORRELATIONS

Effort and Leadership

	FORSCOM								TRADOC						
	16S	19K	67N	76Y	88M	91A	94B		16S	19K	67N	76Y	88M	91A	94B
<u>FORSCOM</u>															
16S	.xxx														
19K	.931	.xxx													
67N	.924	.961	.xxx												
76Y	.852	.879	.881	.xxx											
88M	.935	.928	.917	.908	.xxx										
91A	.920	.942	.938	.906	.919	.xxx									
94B	.885	.893	.865	.887	.903	.944	.xxx								
<u>TRADOC</u>															
16S	.918	.887	.931	.807	.846	.872	.785		.xxx						
19K	.911	.903	.955	.840	.888	.877	.801		.901	.xxx					
67N	.886	.930	.933	.851	.853	.913	.881		.920	.884	.xxx				
76Y	.885	.877	.911	.940	.888	.923	.886		.890	.851	.912	.xxx			
88M	.827	.800	.866	.780	.764	.762	.719		.885	.875	.876	.830	.xxx		
91A	.910	.867	.935	.836	.859	.905	.863		.928	.922	.909	.917	.903	.xxx	
94B	.915	.913	.913	.925	.947	.963	.940		.846	.883	.908	.929	.806	.892	.xxx

PHASE 2 MOS X COMMAND INTERCORRELATIONS

Personal Discipline

	FORSCOM								TRADOC					
	16S	19K	67N	76Y	88M	91A	94B	16S	19K	67N	76Y	88M	91A	94B
<u>FORSCOM</u>														
16S	.xxx													
19K	.967	.xxx												
67N	.925	.941	.xxx											
76Y	.946	.950	.896	.xxx										
88M	.945	.952	.880	.948	.xxx									
91A	.952	.960	.889	.938	.964	.xxx								
94B	.919	.939	.877	.976	.914	.917	.xxx							
<u>TRADOC</u>														
16S	.947	.949	.929	.894	.916	.934	.880	.xxx						
19K	.941	.962	.931	.939	.939	.933	.886	.918	.xxx					
67N	.923	.958	.956	.918	.917	.945	.902	.941	.934	.xxx				
76Y	.930	.889	.889	.925	.895	.862	.899	.893	.886	.877	.xxx			
88M	.876	.902	.882	.853	.836	.810	.847	.878	.893	.861	.911	.xxx		
91A	.915	.927	.906	.910	.863	.851	.881	.898	.916	.900	.924	.953	.xxx	
94B	.927	.942	.873	.917	.886	.908	.916	.879	.884	.911	.846	.844	.917	.xxx

**PHASE 2 MOS X COMMAND INTERCORRELATIONS**  
**Physical Fitness and Military Bearing**

	FORSCOM								TRADOC					
	16S	19K	67N	76Y	88M	91A	94B	16S	19K	67N	76Y	88M	91A	94B
<b><u>FORSCOM</u></b>														
16S	.xxx													
19K	.959	.xxx												
67N	.968	.937	.xxx											
76Y	.971	.961	.957	.xxx										
88M	.985	.958	.972	.973	.xxx									
91A	.981	.948	.954	.953	.970	.xxx								
94B	.949	.959	.939	.948	.944	.918	.xxx							
<b><u>TRADOC</u></b>														
16S	.971	.908	.955	.940	.965	.954	.933	.xxx						
19K	.943	.961	.919	.915	.930	.944	.927	.882	.xxx					
67N	.942	.946	.912	.914	.929	.930	.939	.903	.944	.xxx				
76Y	.967	.952	.932	.955	.950	.932	.932	.923	.934	.926	.xxx			
88M	.955	.916	.932	.924	.955	.928	.933	.929	.927	.945	.941	.xxx		
91A	.964	.958	.962	.932	.958	.949	.950	.953	.939	.953	.942	.942	.xxx	
94B	.958	.974	.946	.945	.948	.950	.938	.908	.970	.953	.931	.919	.957	.xxx

**PHASE 2 MOS X COMMAND INTERCORRELATIONS**  
**Validity Rankings for Overall Performance**

	FORSCOM								TRADOC							
	16S	19K	67N	76Y	88M	91A	94B		16S	19K	67N	76Y	88M	91A	94B	
<b>FORSCOM</b>																
16S	.xxx															
19K	.869	.xxx														
67N	.615	.713	.xxx													
76Y	.690	.573	.584	.xxx												
88M	.914	.911	.667	.611	.xxx											
91A	.785	.630	.597	.772	.645	.xxx										
94B	.822	.707	.595	.832	.761	.850	.xxx									
<b>TRADOC</b>																
16S	.902	.815	.582	.516	.804	.689	.710	.xxx								
19K	.862	.925	.759	.491	.868	.630	.683	.891	.xxx							
67N	.610	.744	.972	.545	.707	.554	.618	.569	.770	.xxx						
76Y	.705	.588	.545	.958	.647	.794	.866	.497	.475	.534	.xxx					
88M	.889	.895	.730	.574	.932	.643	.725	.851	.914	.759	.603	.xxx				
91A	.739	.586	.613	.814	.630	.954	.870	.634	.602	.569	.809	.625	.xxx			
94B	.753	.568	.547	.823	.662	.790	.912	.596	.550	.550	.846	.635	.788	.xxx		

APPENDIX P

MOS X RANK INTERCORRELATIONS, VALIDITY RATINGS AND RANKINGS

**PHASE 2 MOS X STATUS INTERCORRELATIONS**  
**Core Technical Proficiency**

	NCO										Officer			
	16S	19K	67N	76Y	88M	91A	94B	16S	19K	67N	76Y	88M	91A	94B
<u>NCO</u>														
16S	.xxx													
19K	.834	.xxx												
67N	.523	.708	.xxx											
76Y	.491	.528	.395	.xxx										
88M	.798	.907	.720	.517	.xxx									
91A	.365	.271	.389	.689	.299	.xxx								
94B	.366	.427	.289	.776	.492	.599	.xxx							
<u>Officer</u>														
16S	.920	.871	.607	.362	.764	.252	.195	.xxx						
19K	.674	.813	.818	.299	.764	.267	.171	.802	.xxx					
67N	.364	.515	.907	.229	.513	.386	.137	.499	.761	.xxx				
76Y	.290	.347	.424	.813	.299	.783	.623	.258	.315	.432	.xxx			
88M	.636	.836	.712	.406	.854	.138	.284	.708	.795	.554	.271	.xxx		
91A	.377	.307	.460	.548	.277	.914	.475	.352	.411	.526	.770	.155	.xxx	
94B	.283	.434	.485	.712	.473	.674	.795	.203	.336	.455	.764	.315	.639	.xxx

**PHASE 2 MOS X STATUS INTERCORRELATIONS**  
**General Soldiering Proficiency**

	NCO							Officer						
	16S	19K	67N	76Y	88M	91A	94B	16S	19K	67N	76Y	88M	91A	94B
<u>NCO</u>														
16S	.xxx													
19K	.917	.xxx												
67N	.922	.892	.xxx											
76Y	.852	.796	.852	.xxx										
88M	.876	.901	.828	.770	.xxx									
91A	.906	.908	.902	.867	.824	.xxx								
94B	.809	.800	.856	.907	.792	.902	.xxx							
<u>Officer</u>														
16S	.925	.924	.924	.777	.865	.867	.781	.xxx						
19K	.853	.869	.886	.719	.738	.811	.683	.906	.xxx					
67N	.883	.892	.930	.792	.789	.898	.823	.935	.878	.xxx				
76Y	.851	.877	.829	.828	.792	.912	.833	.876	.807	.872	.xxx			
88M	.865	.890	.869	.810	.752	.885	.797	.868	.835	.873	.891	.xxx		
91A	.932	.903	.918	.814	.807	.915	.821	.950	.894	.922	.905	.924	.xxx	
94B	.883	.883	.908	.872	.812	.940	.882	.913	.852	.937	.927	.909	.934	.xxx

PHASE 2 MOS X STATUS INTERCORRELATIONS

Effort and Leadership

	NCO								Officer							
	16S	19K	67N	76Y	88M	91A	94B	16S	19K	67N	76Y	88M	91A	94B		
<u>NCO</u>																
16S	.xxx															
19K	.923	.xxx														
67N	.880	.939	.xxx													
76Y	.812	.825	.827	.xxx												
88M	.873	.878	.890	.831	.xxx											
91A	.902	.905	.921	.895	.862	.xxx										
94B	.768	.768	.760	.838	.759	.835	.xxx									
<u>Officer</u>																
16S	.925	.950	.935	.847	.896	.942	.783	.xxx								
19K	.864	.942	.910	.832	.822	.906	.813	.947	.xxx							
67N	.873	.955	.939	.861	.842	.940	.816	.962	.977	.xxx						
76Y	.827	.903	.871	.921	.822	.932	.816	.931	.920	.951	.xxx					
88M	.845	.896	.846	.815	.784	.879	.734	.940	.940	.937	.941	.xxx				
91A	.884	.929	.907	.833	.784	.937	.812	.945	.950	.954	.921	.936	.xxx			
94B	.861	.894	.863	.860	.836	.945	.820	.934	.936	.942	.946	.940	.940	.xxx		

PHASE 2 MOS X STATUS INTERCORRELATIONS

Personal Discipline

	NCO								Officer					
	16S	19K	67N	76Y	88M	91A	94B	16S	19K	67N	76Y	88M	91A	94B
<u>NCO</u>														
16S	.xxx													
19K	.917	.xxx												
67N	.928	.905	.xxx											
76Y	.904	.915	.868	.xxx										
88M	.899	.882	.863	.863	.xxx									
91A	.912	.953	.923	.909	.907	.xxx								
94B	.798	.845	.817	.858	.769	.849	.xxx							

Officer

16S	.887	.924	.905	.904	.841	.937	.846	.xxx						
19K	.870	.926	.903	.861	.846	.935	.841	.963	.xxx					
67N	.872	.917	.932	.861	.819	.902	.797	.924	.942	.xxx				
76Y	.887	.923	.884	.913	.904	.958	.864	.942	.933	.933	.xxx			
88M	.880	.925	.880	.891	.839	.931	.847	.941	.968	.937	.949	.xxx		
91A	.928	.927	.940	.907	.870	.926	.821	.949	.941	.937	.923	.940	.xxx	
94B	.884	.928	.920	.917	.868	.964	.848	.962	.939	.918	.951	.933	.954	.xxx

PHASE 2 MOS X STATUS INTERCORRELATIONS  
Physical Fitness and Military Bearing

	NCO								Officer							
	16S	19K	67N	76Y	88M	91A	94B		16S	19K	67N	76Y	88M	91A	94B	
<u>NCO</u>																
16S	.xxx															
19K	.915	.xxx														
67N	.953	.896	.xxx													
76Y	.946	.930	.931	.xxx												
88M	.953	.853	.915	.897	.xxx											
91A	.962	.942	.940	.935	.928	.xxx										
94B	.911	.937	.926	.937	.869	.900	.xxx									
<u>Officer</u>																
16S	.963	.924	.932	.945	.945	.953	.913	.xxx								
19K	.938	.951	.959	.950	.871	.929	.946	.946	.xxx							
67N	.952	.929	.936	.923	.928	.942	.902	.967	.957	.xxx						
76Y	.947	.918	.921	.940	.919	.927	.912	.974	.936	.960	.xxx					
88M	.917	.937	.906	.922	.842	.905	.918	.926	.967	.933	.944	.xxx				
91A	.972	.924	.957	.935	.929	.944	.907	.967	.966	.975	.942	.923	.xxx			
94B	.939	.917	.938	.902	.893	.915	.896	.958	.963	.973	.945	.925	.976	.xxx		

PHASE 2 MOS X STATUS INTERCORRELATIONS

Validity Rankings for Overall Performance

	NCO								OFFICER							
	16S	19K	67N	76Y	88M	91A	94B	16S	19K	67N	76Y	88M	91A	94B		
<b>NCO</b>																
16S	.xxx															
19K	.900	.xxx														
67N	.623	.696	.xxx													
76Y	.703	.587	.555	.xxx												
88M	.930	.919	.733	.688	.xxx											
91A	.788	.674	.604	.812	.724	.xxx										
94B	.827	.714	.560	.849	.780	.864	.xxx									

**OFFICER**

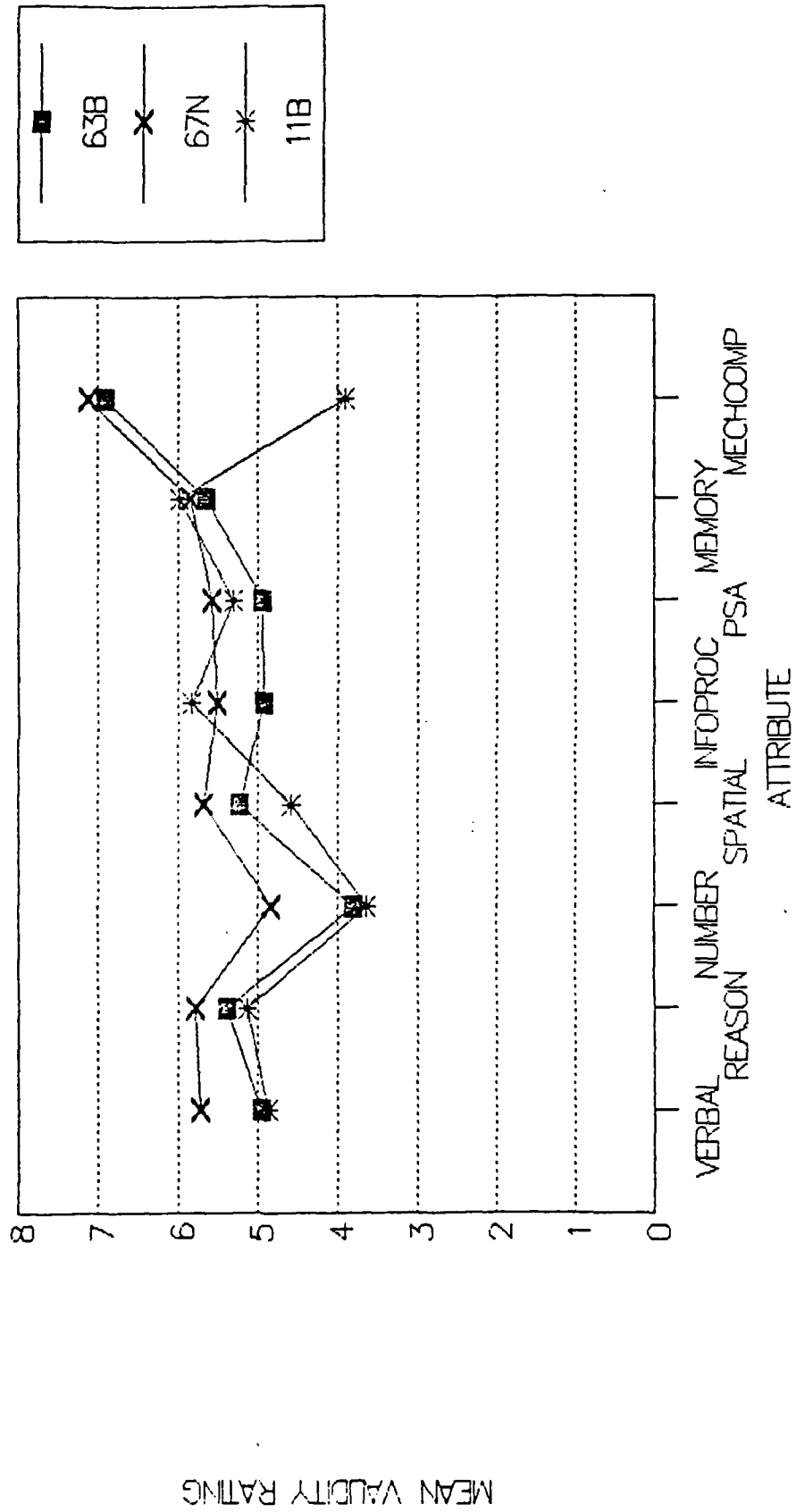
16S	.926	.868	.585	.649	.868	.749	.792	.xxx						
19K	.743	.825	.735	.562	.788	.567	.604	.813	.xxx					
67N	.595	.636	.962	.561	.655	.609	.565	.590	.745	.xxx				
76Y	.620	.465	.506	.917	.553	.795	.819	.631	.517	.572	.xxx			
88M	.678	.738	.648	.480	.763	.462	.530	.792	.865	.623	.440	.xxx		
91A	.674	.560	.518	.731	.593	.932	.813	.714	.555	.577	.805	.441	.xxx	
94B	.685	.615	.592	.814	.660	.795	.882	.712	.600	.628	.818	.549	.811	.xxx

APPENDIX Q

GRAPHS OF CORE TECHNICAL PROFICIENCY ATTRIBUTE MEAN  
PROFILES FOR FOUR MOS CLUSTERS

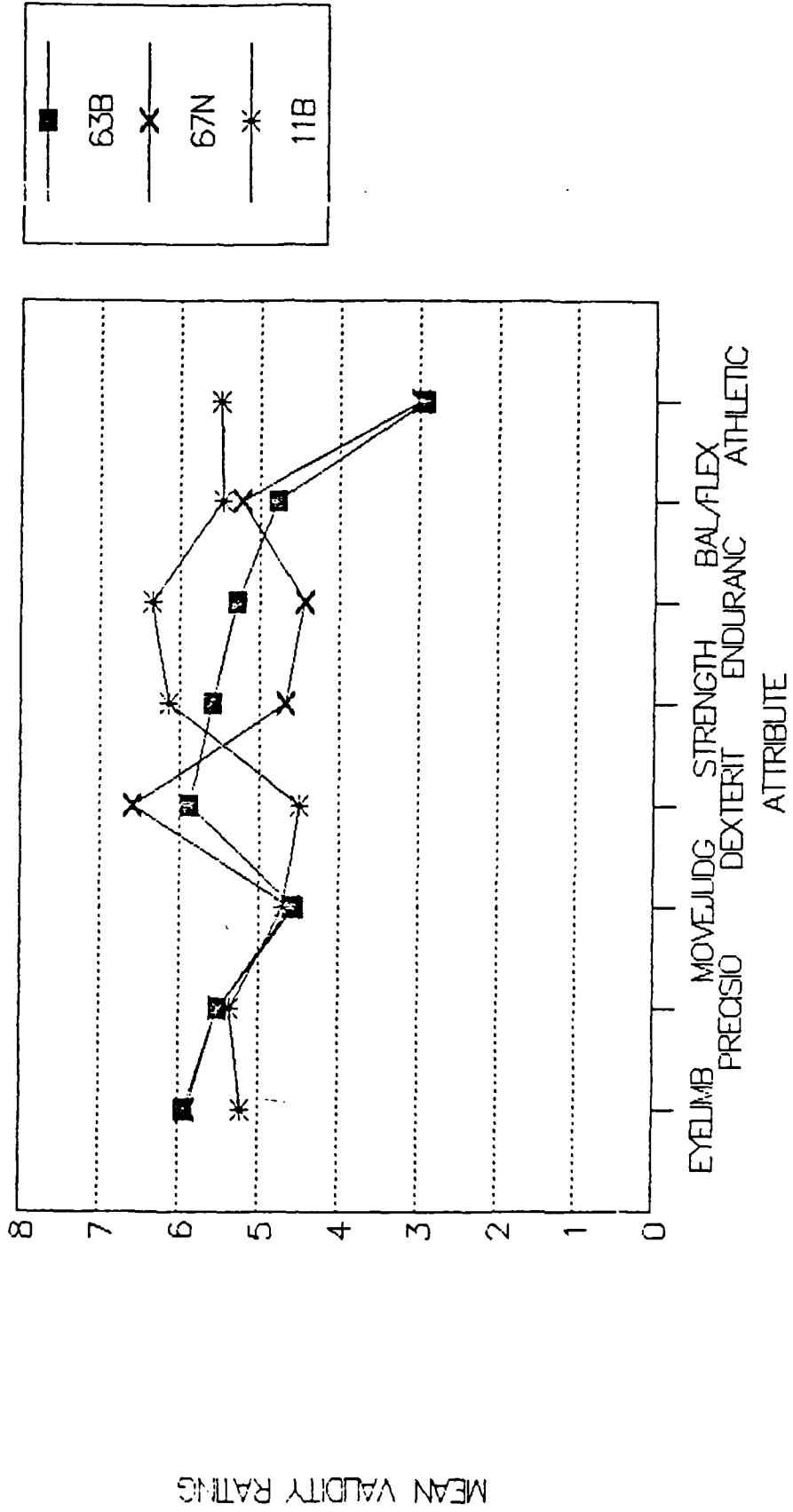
# CTP MEAN RATINGS, COGNITIVE:

## CLUSTER 1 -- 63B, 67N, & 11B



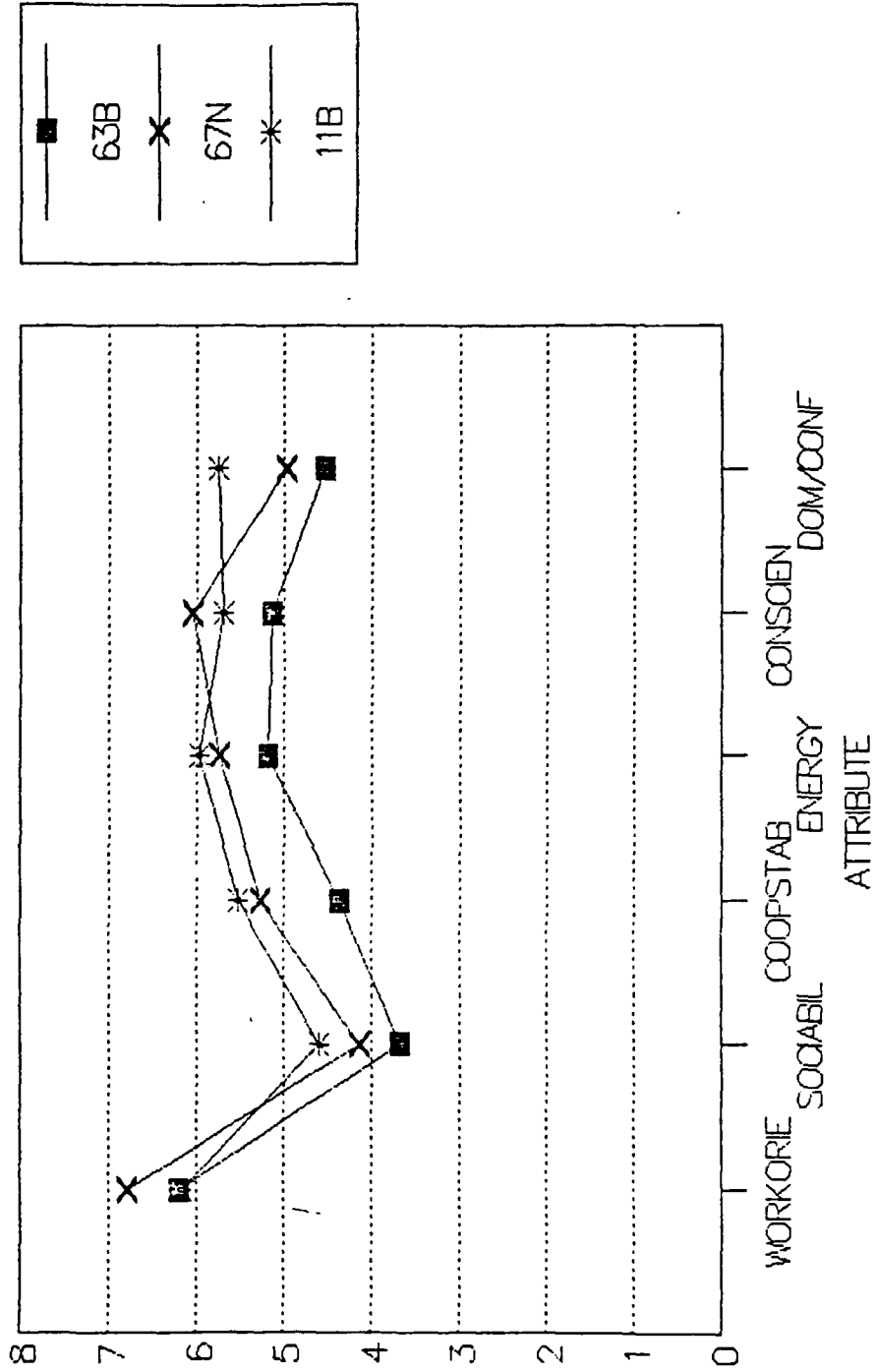
# CTP MEAN RATINGS, PSYCHOMOTOR/PHYSICAL:

## CLUSTER 1 -- 63B, 67N, & 11B



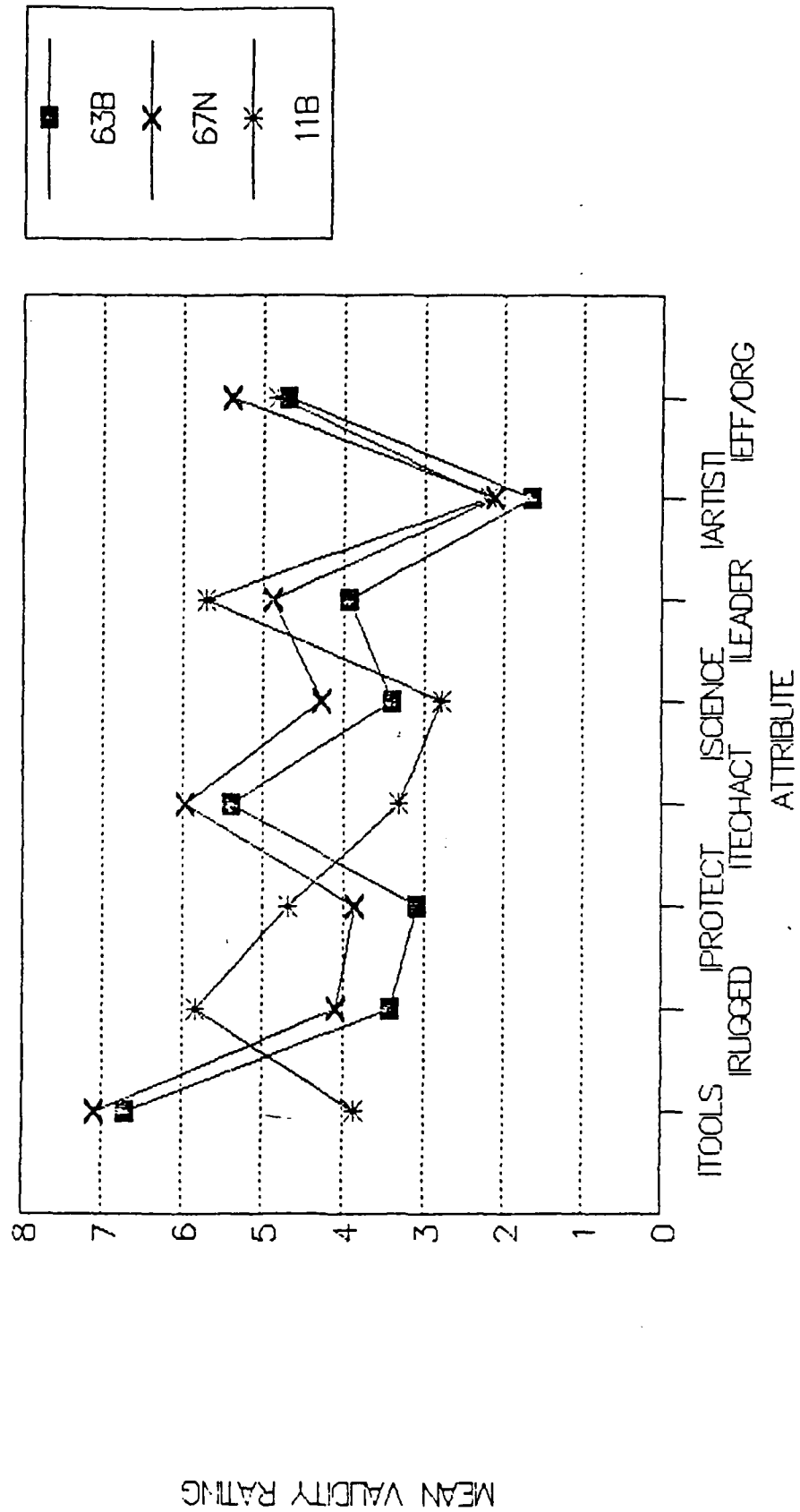
# CTP MEAN RATINGS, TEMPERAMENT:

## CLUSTER 1 -- 63B, 67N, & 11B



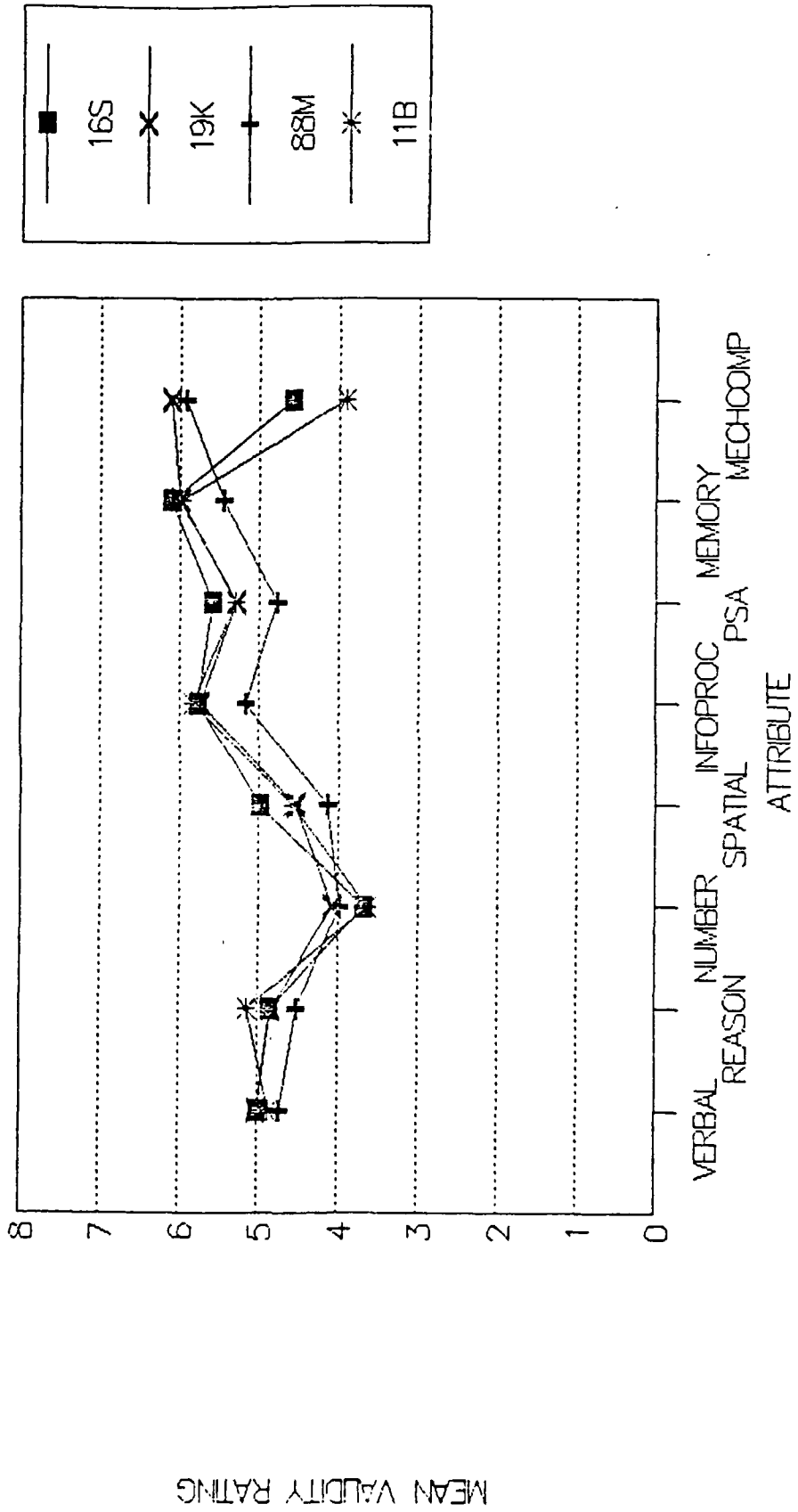
# CTP MEAN RATINGS, INTERESTS:

## CLUSTER 1 -- 63B, 67N, & 11B



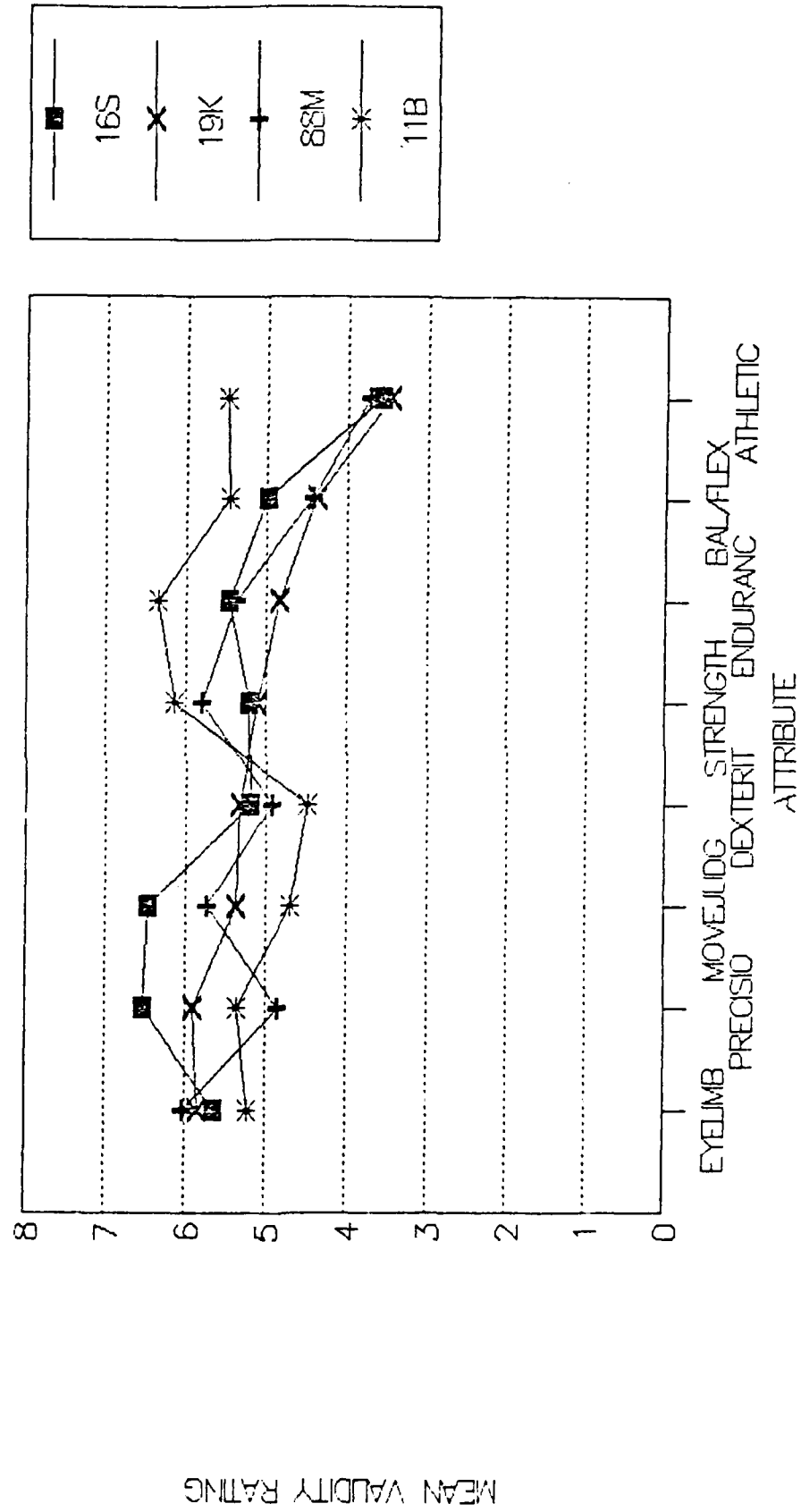
# CTP MEAN RATINGS, COGNITIVE:

## CLUSTER 2 --- 16S, 19K, 88M, & 11B



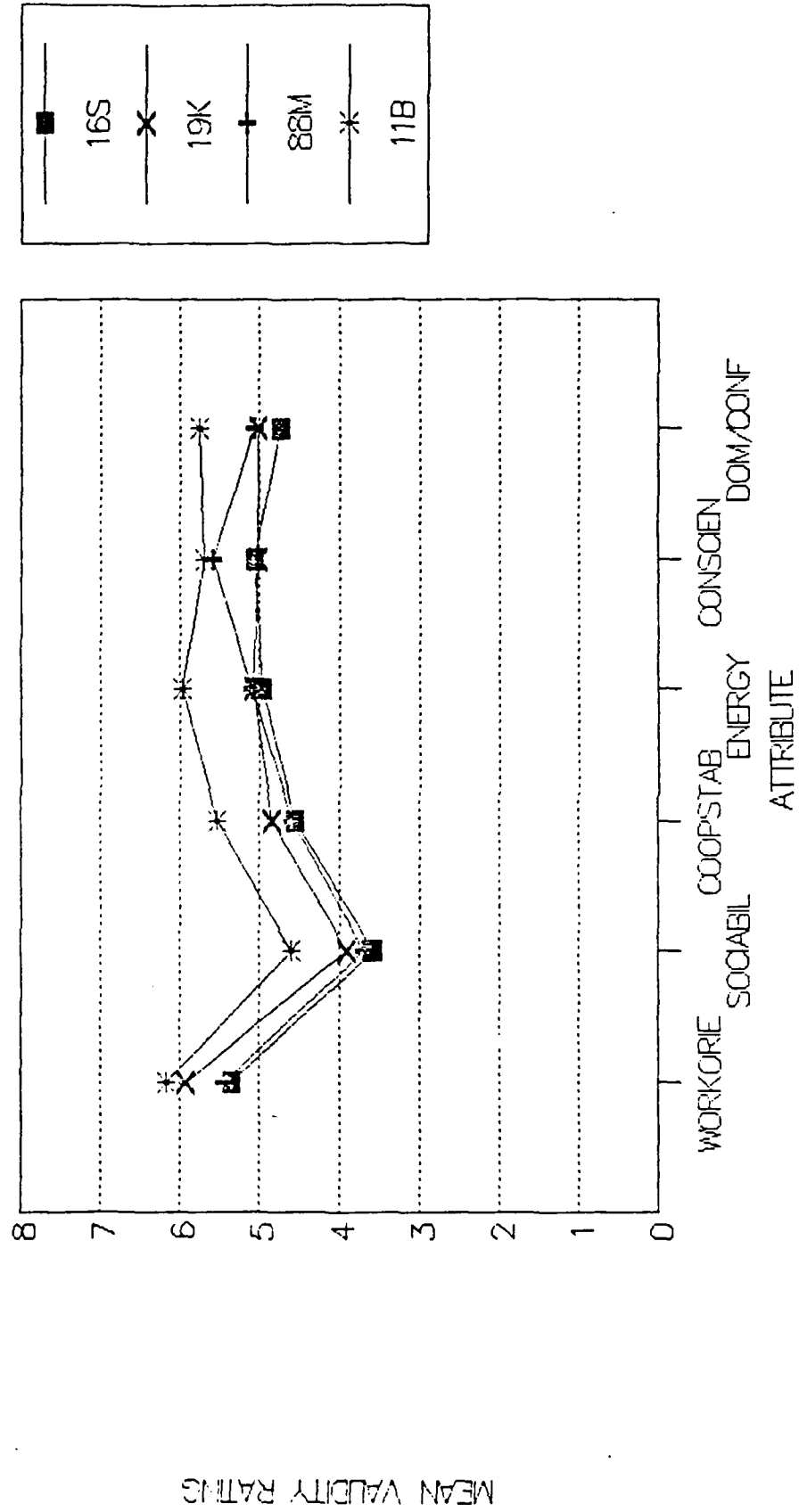
# CTP MEAN RATINGS, PSYCHOMOTOR/PHYSICAL:

## CLUSTER 2 --- 16S, 19K, 88M, & 11B



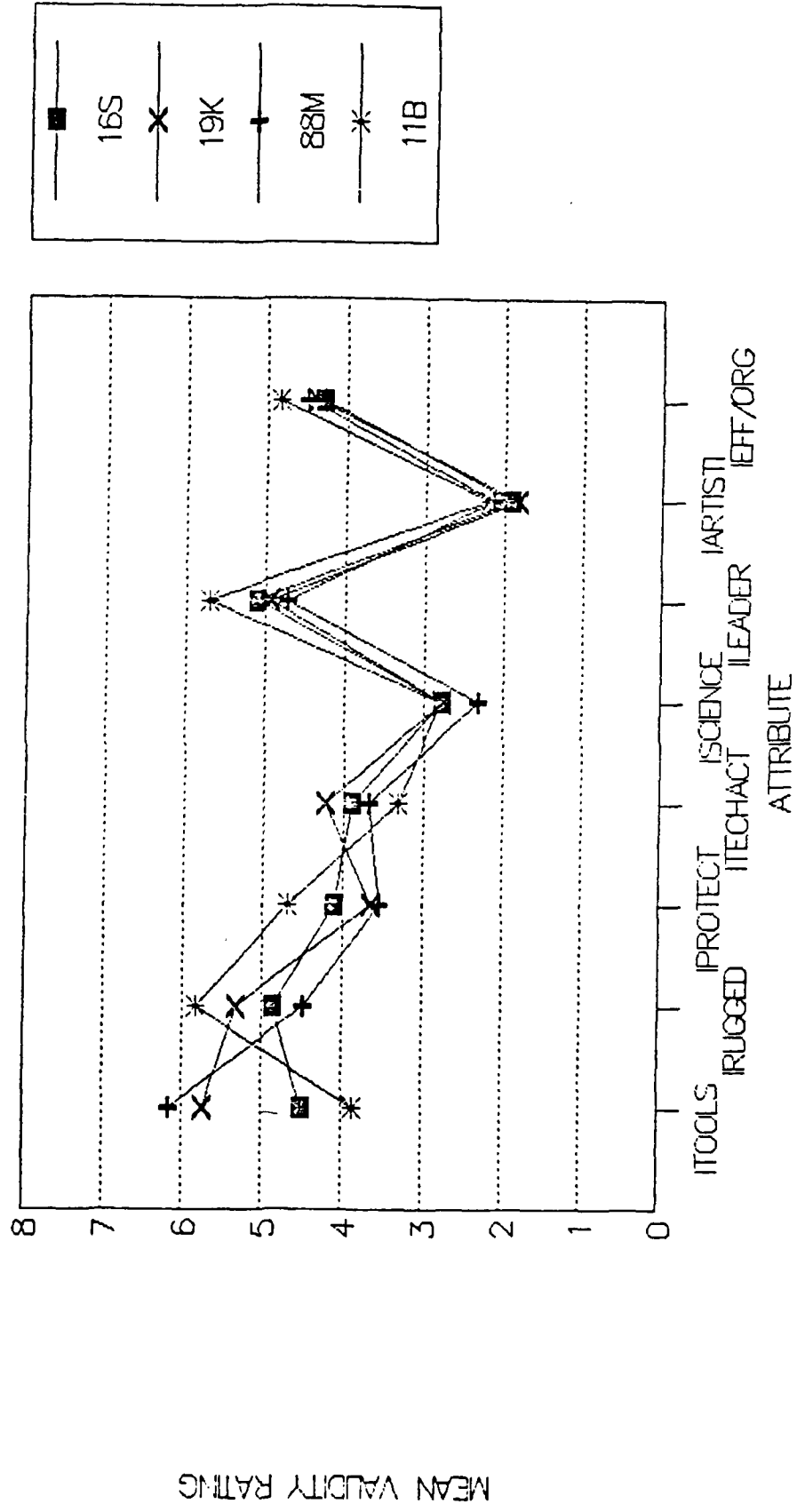
# CTP MEAN RATINGS, TEMPERAMENT:

## CLUSTER 2 -- 16S, 19K, 88M, & 11B



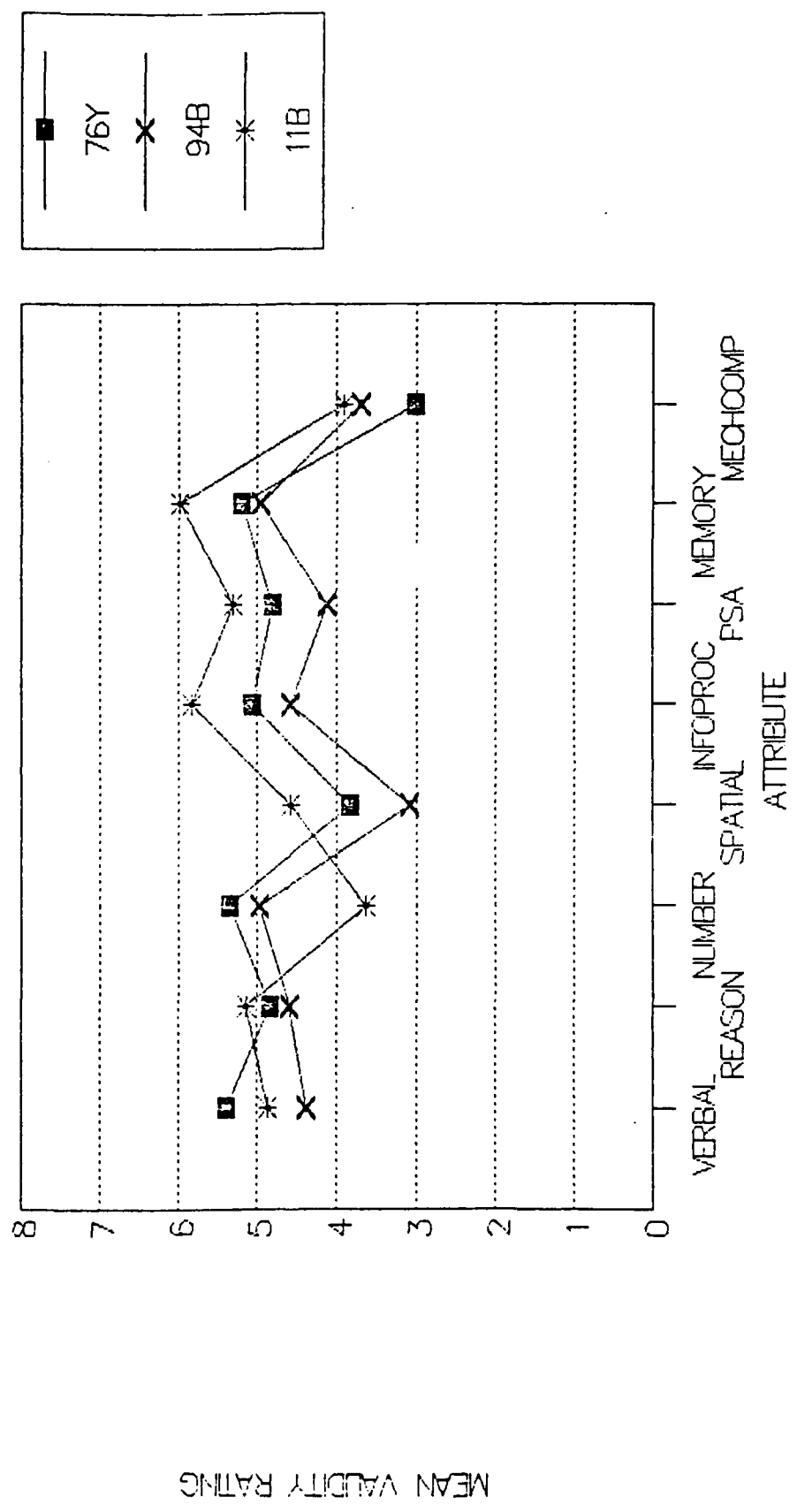
# CTP MEAN RATINGS, INTERESTS:

## CLUSTER 2 -- 16S, 19K, 88M, & 11B



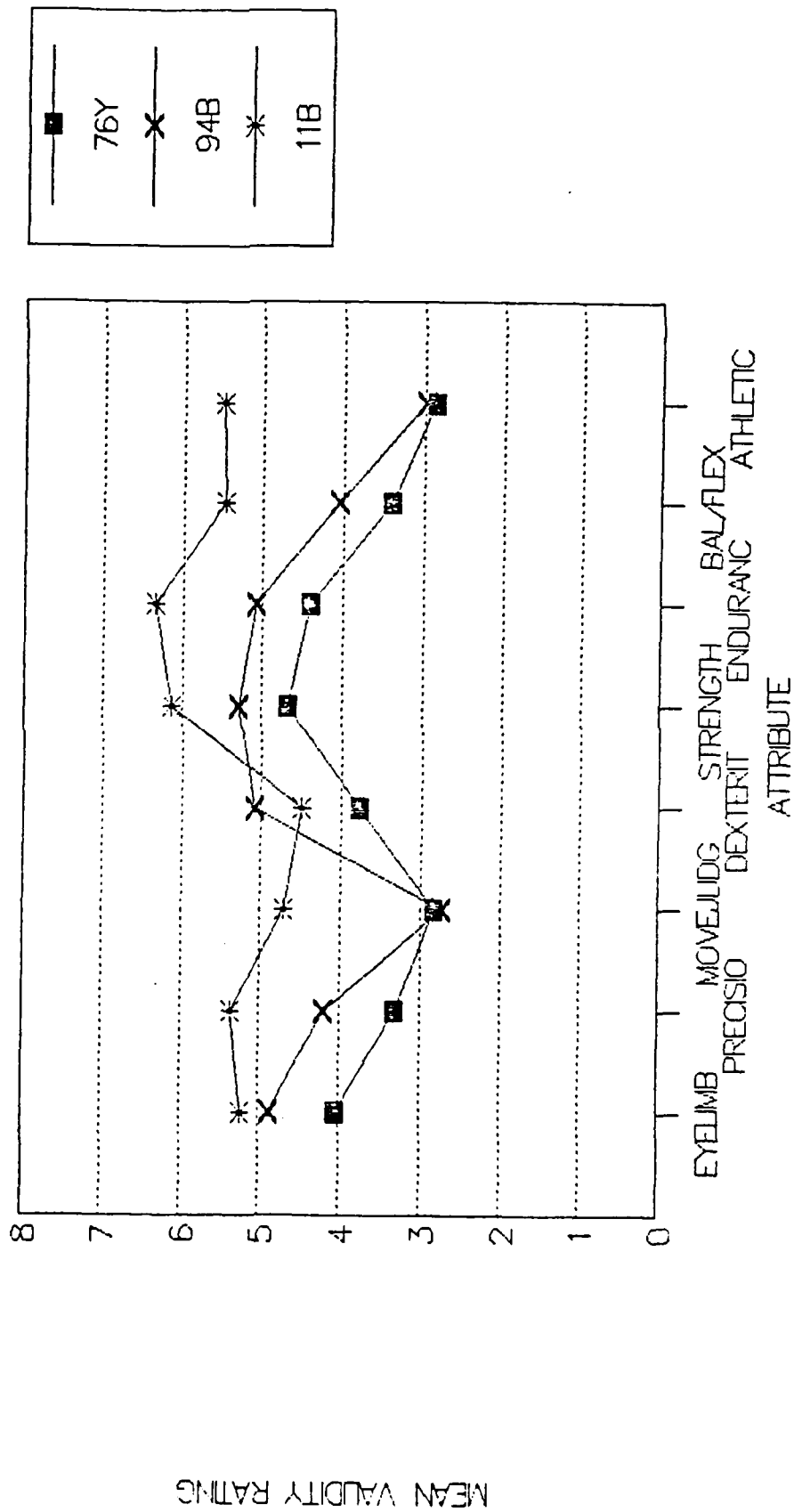
# CTP MEAN RATINGS, COGNITIVE:

## CLUSTER 3 -- 76Y, 94B, & 11B



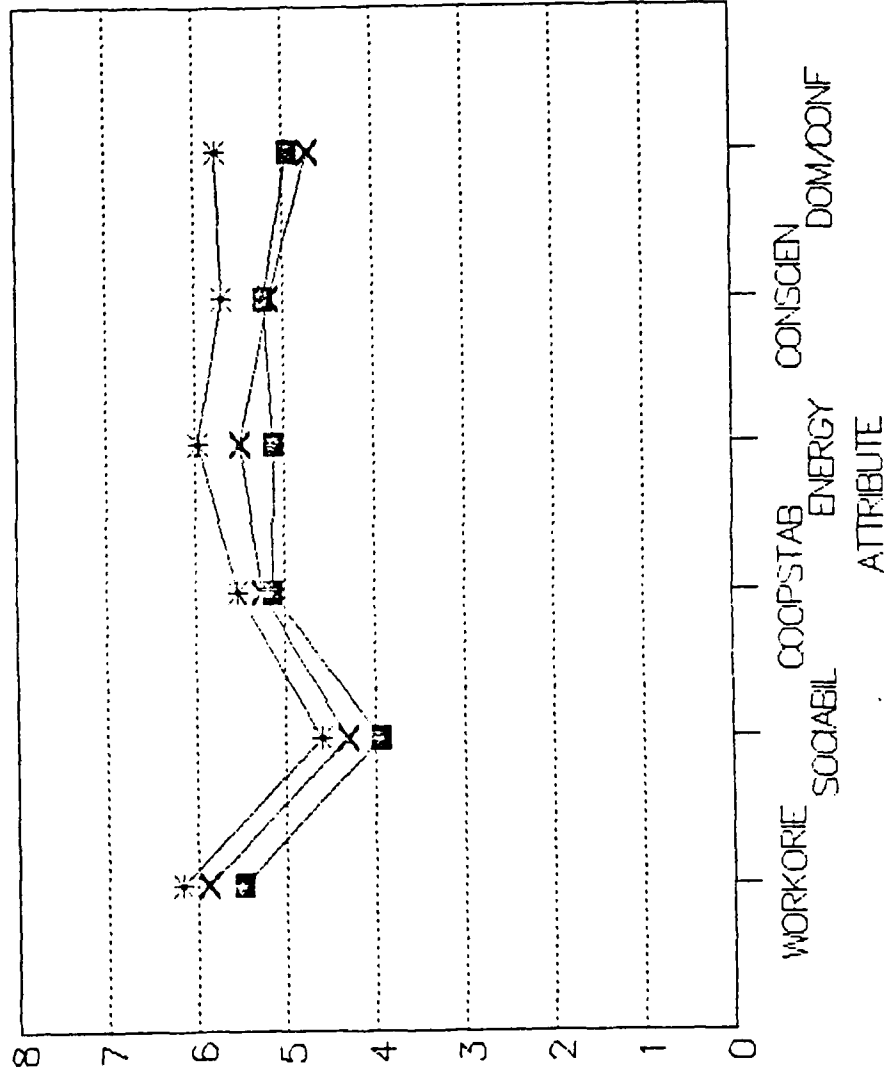
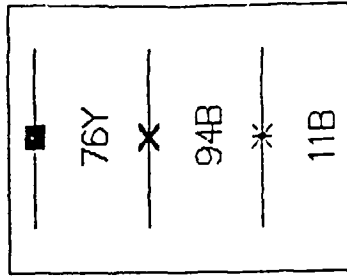
# CTP MEAN RATINGS, PSYCHOMOTOR/PHYSICAL:

## CLUSTER 3 --- 76Y, 94B, & 11B



# CTP MEAN RATINGS, TEMPERAMENT:

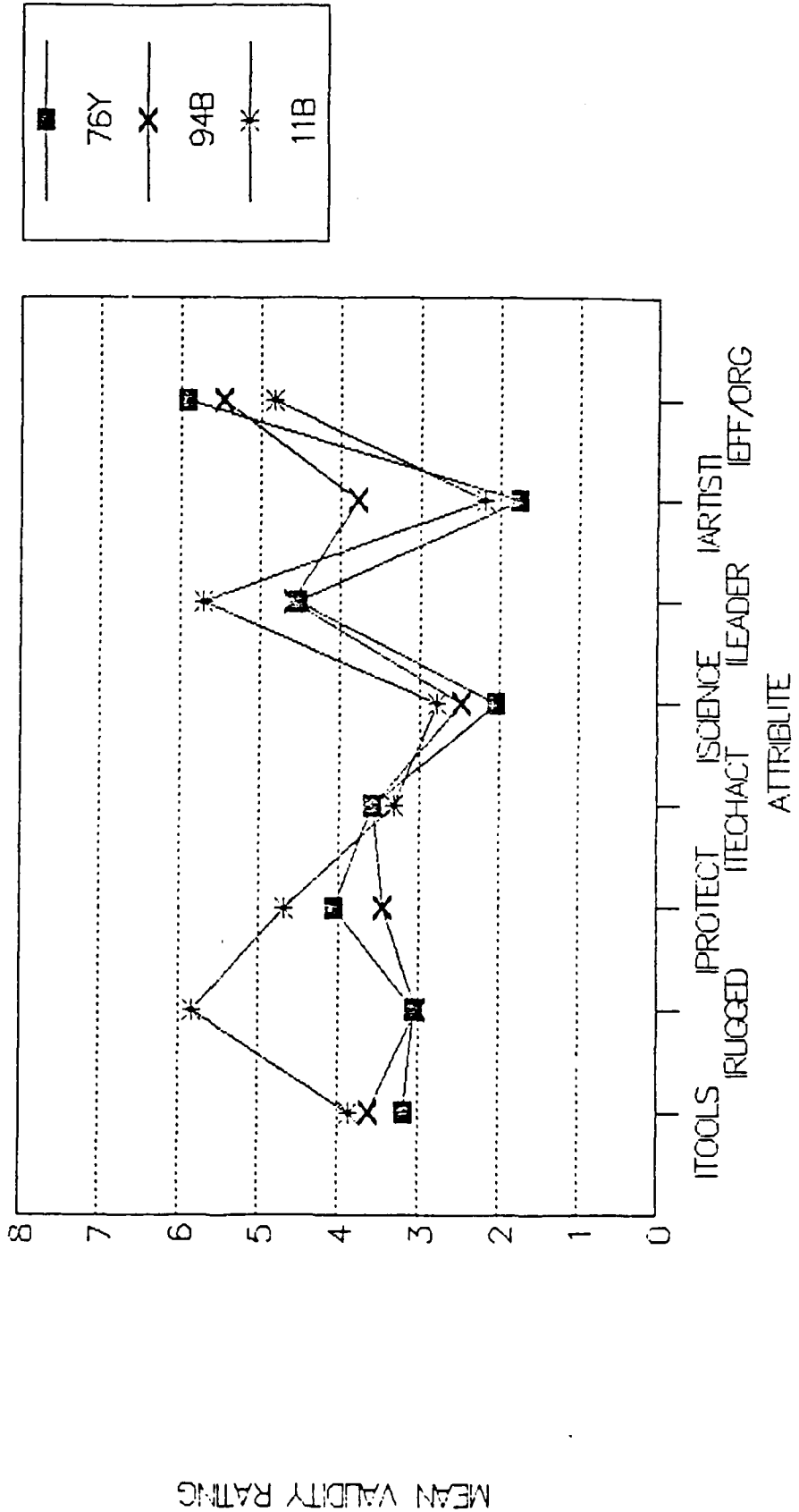
## CLUSTER 3 -- 76Y, 94B, & 11B



MEAN VALIDITY RATING

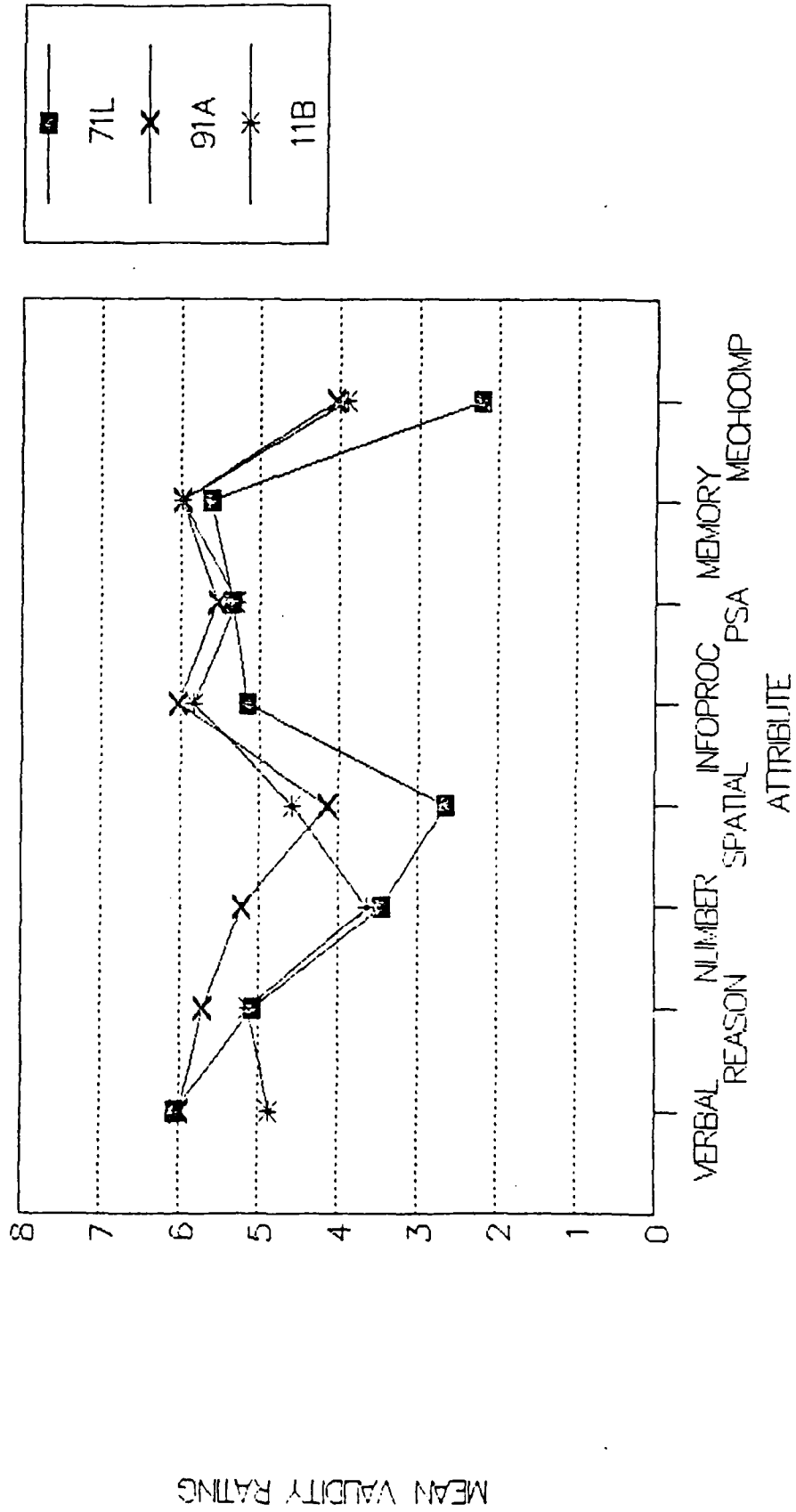
# CTP MEAN RATINGS, INTERESTS:

## CLUSTER 3 -- 76Y, 94B, & 11B



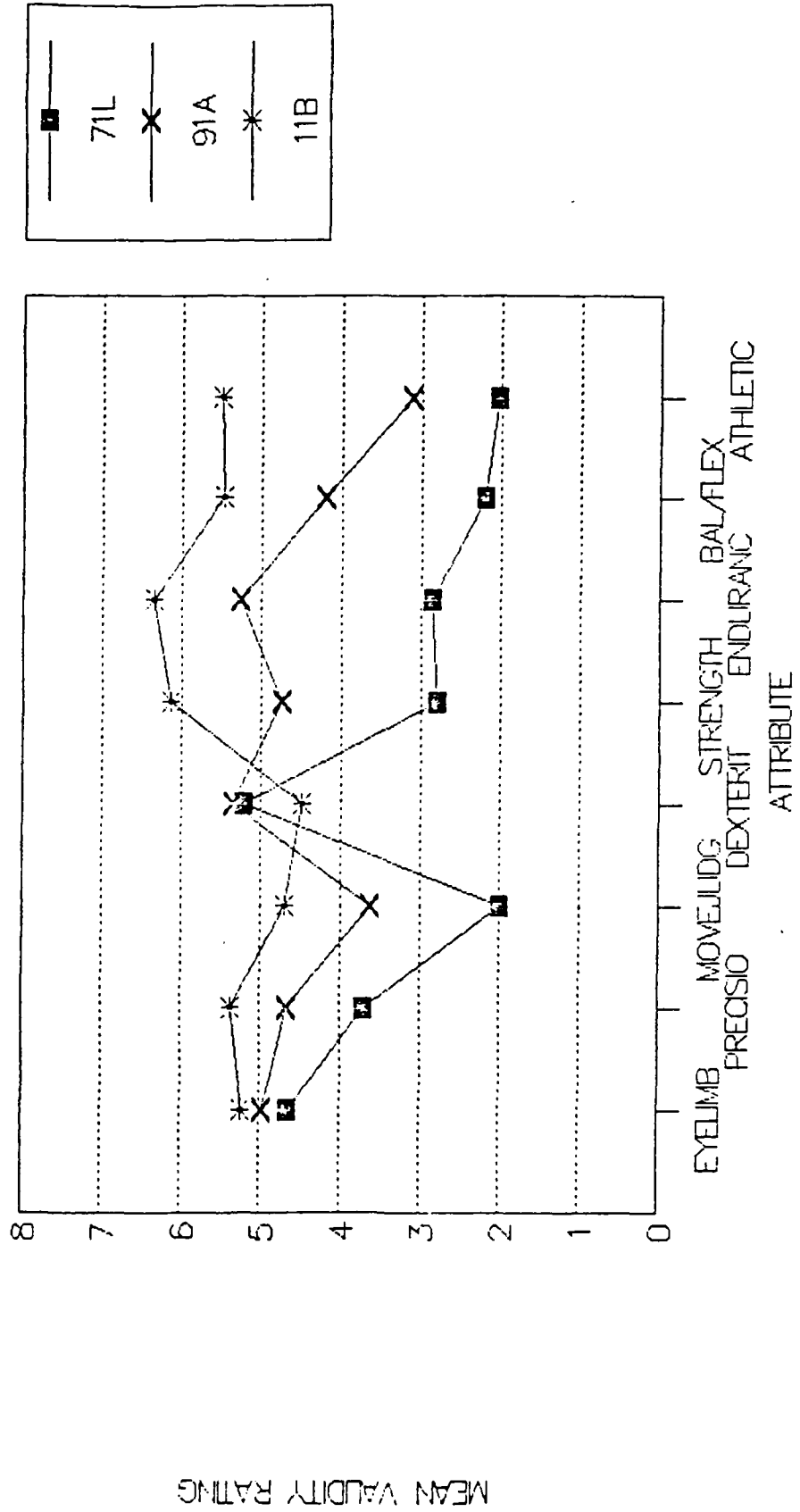
# CTP MEAN RATINGS, COGNITIVE:

## CLUSTER 4 -- 71L, 91A, & 11B



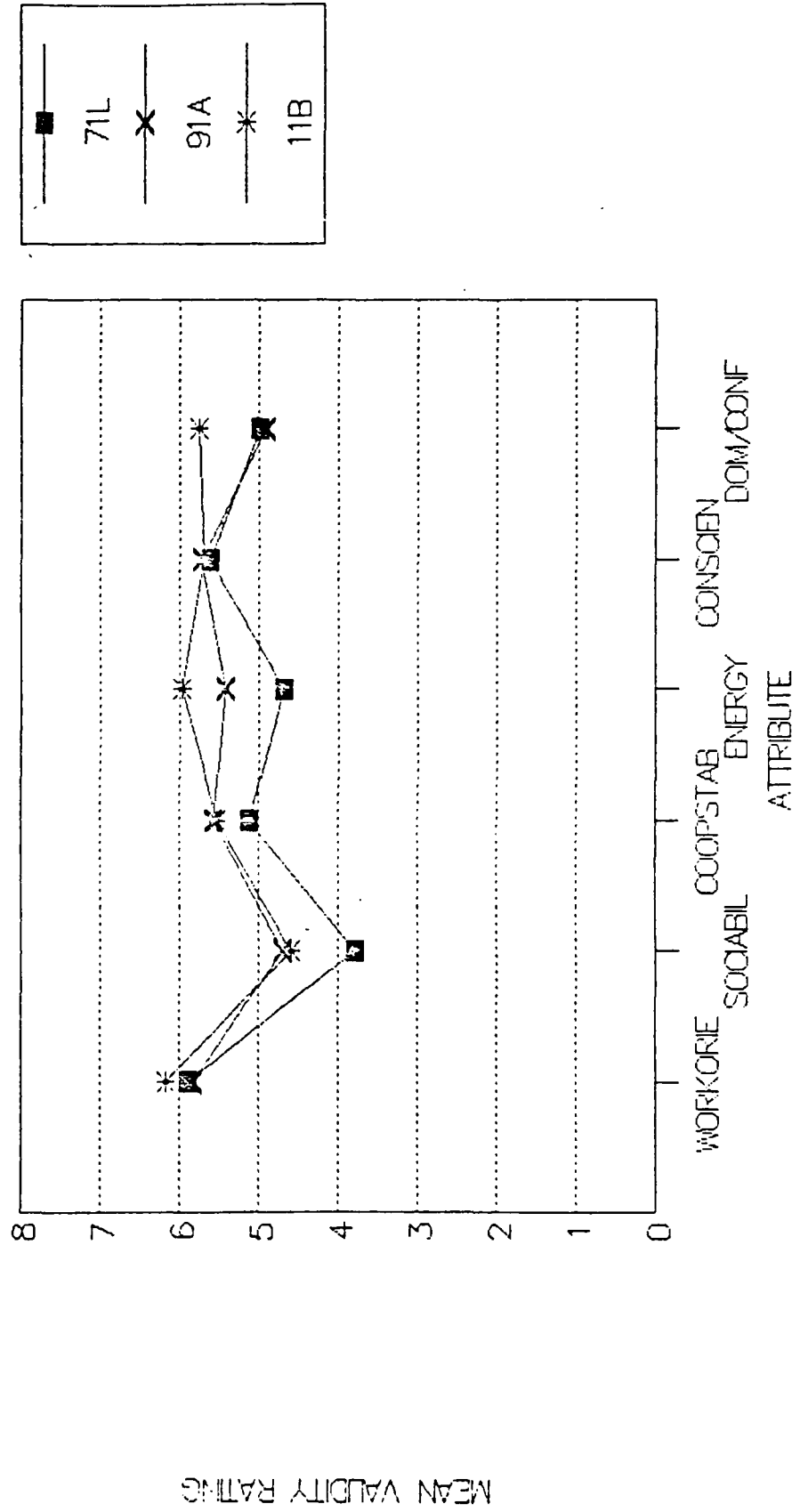
# CTP MEAN RATINGS, PSYCHOMOTOR/PHYSICAL:

## CLUSTER 4 -- 71L, 91A, & 11B



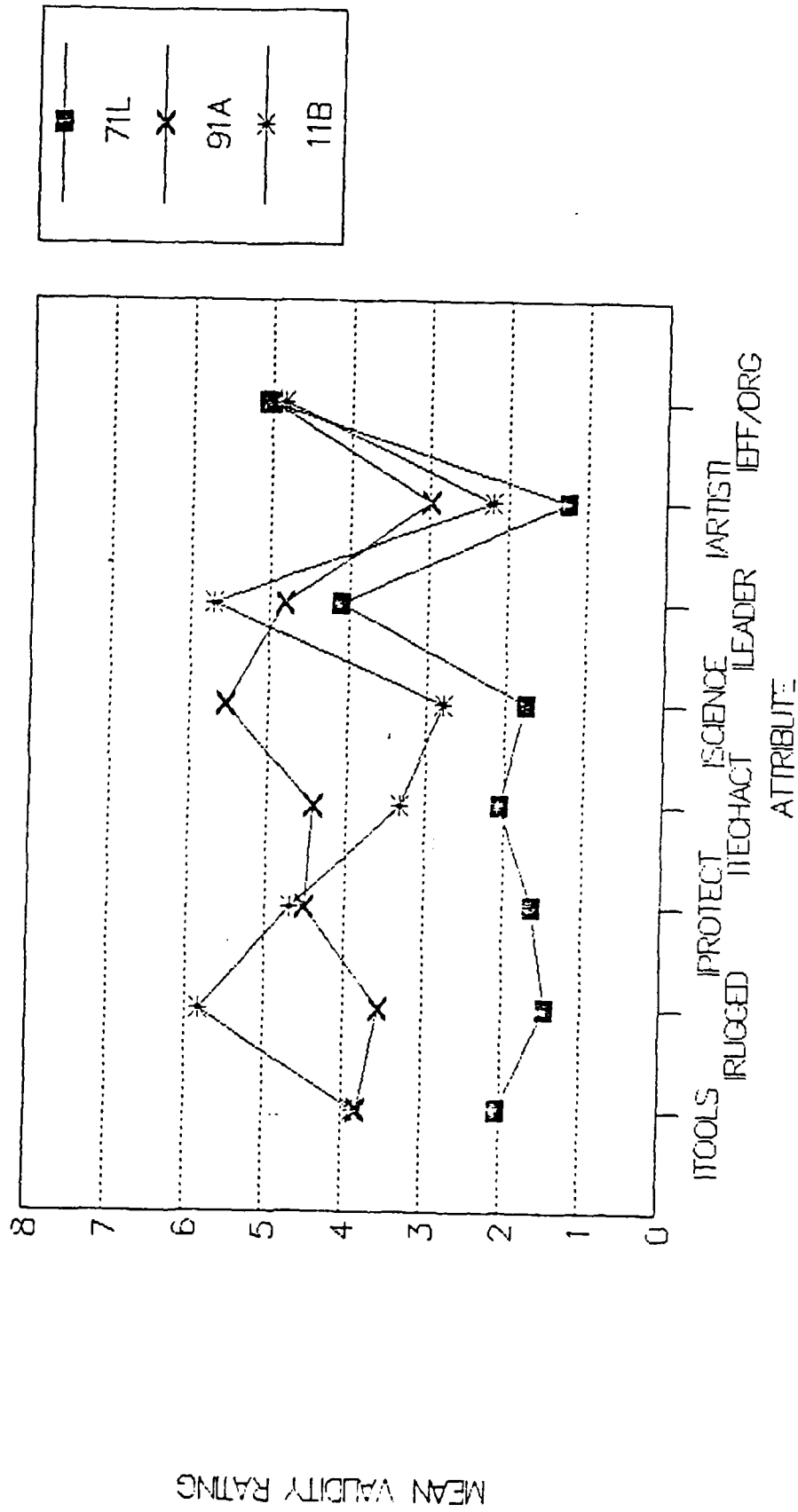
# CTP MEAN RATINGS, TEMPERAMENT:

## CLUSTER 4 -- 71L, 91A, & 11B



# CTP MEAN RATINGS, INTERESTS:

## CLUSTER 4 -- 71L, 91A, & 11B

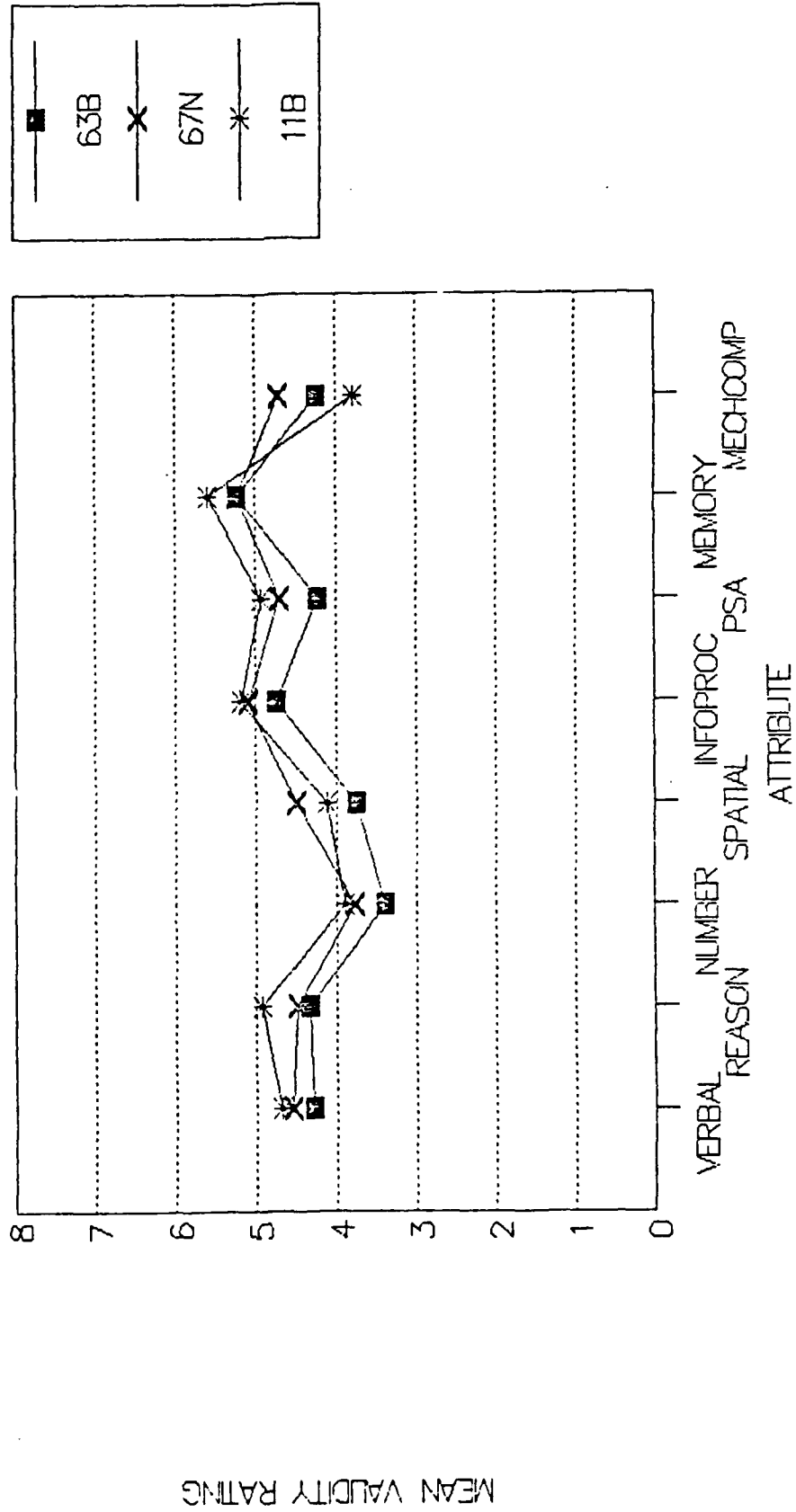


APPENDIX R

GRAPHS OF GENERAL SOLDIERING PROFICIENCY ATTRIBUTE MEAN PROFILES  
FOR FOUR MOS CLUSTERS

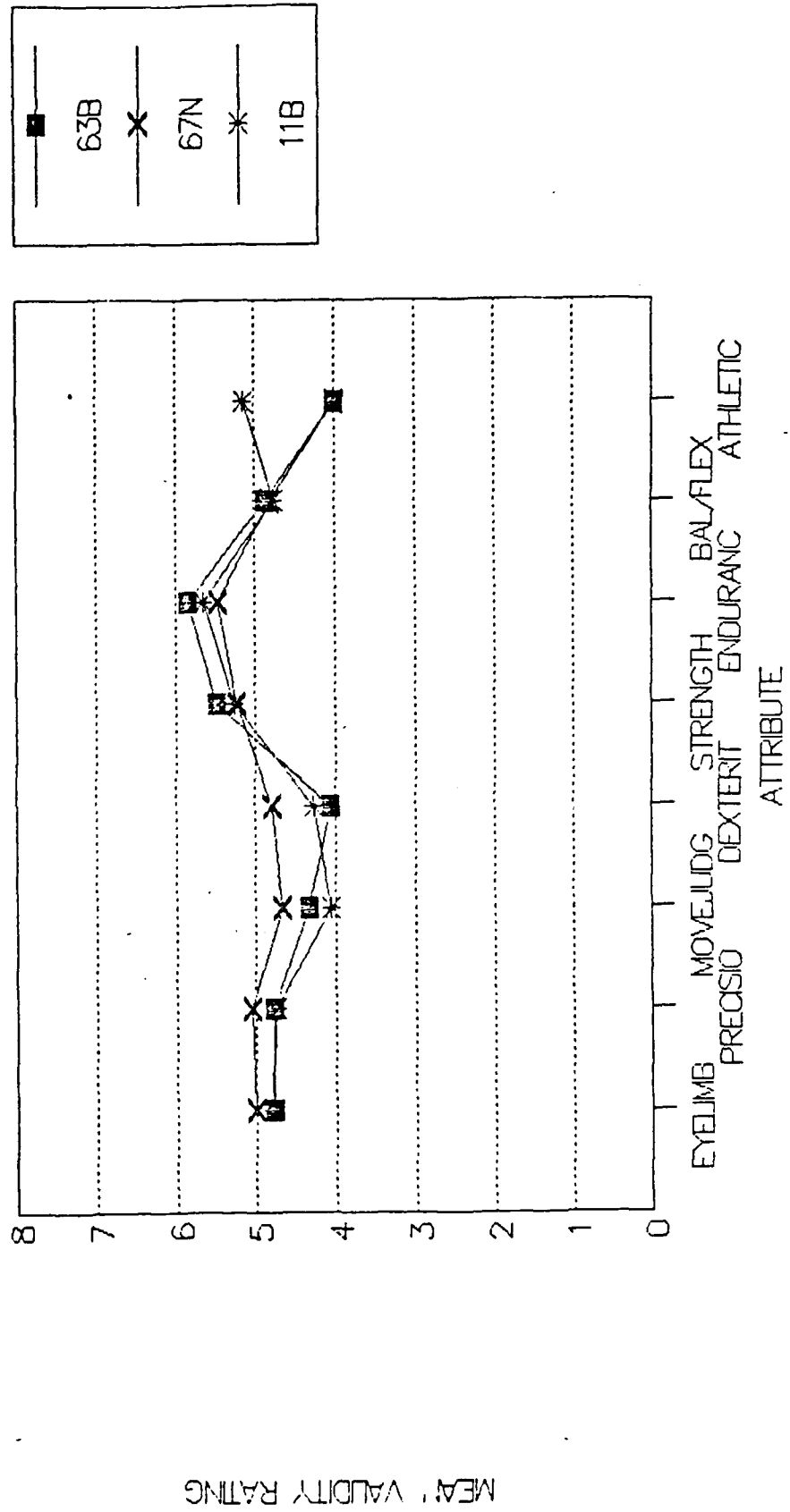
# GSP MEAN RATINGS, COGNITIVE:

## CLUSTER 1 --- 63B, 67N, & 11B



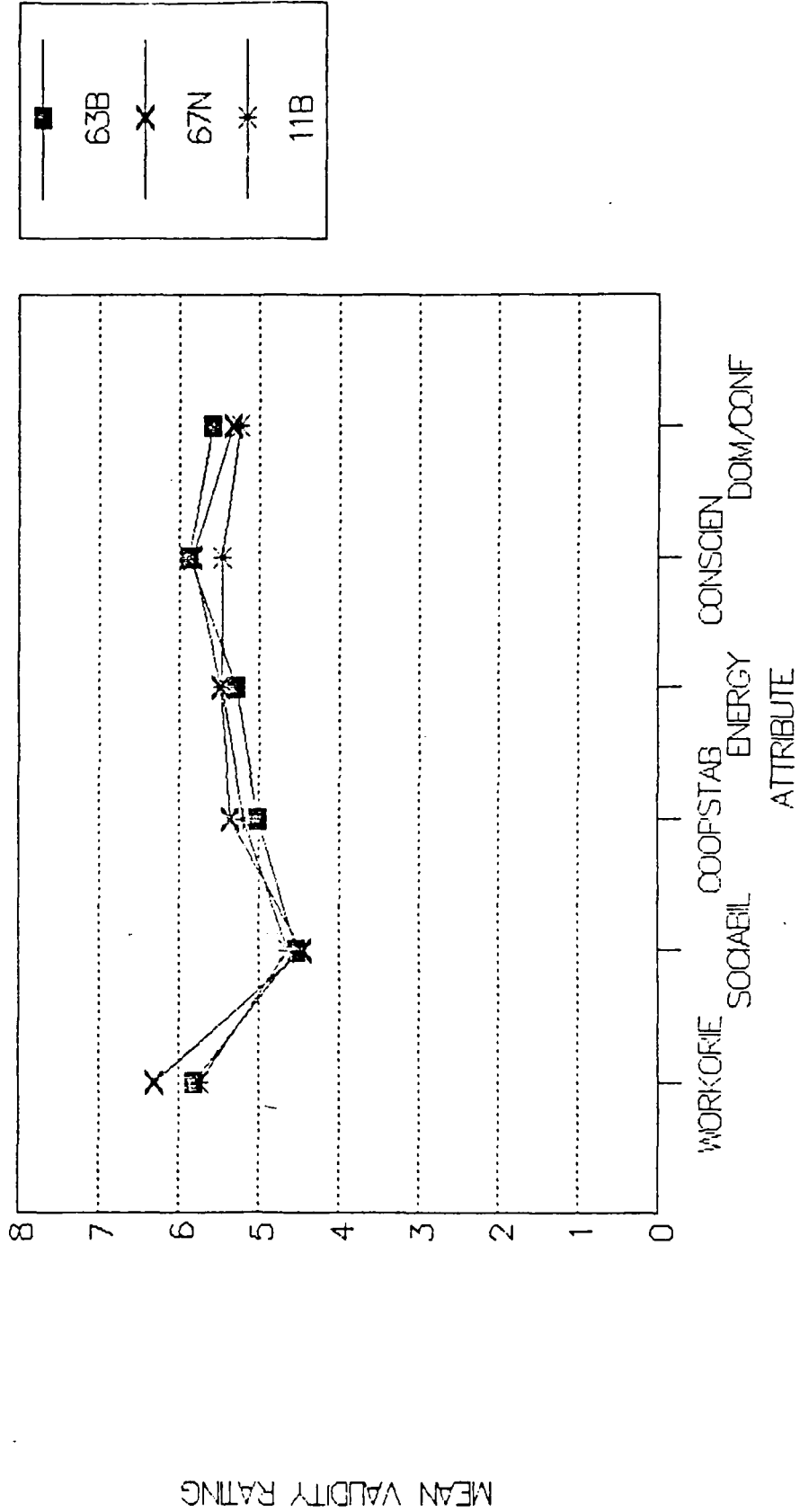
# GSP MEAN RATINGS, PSYCHOMOTOR/PHYSICAL:

## CLUSTER 1 -- 63B, 67N, & 11B



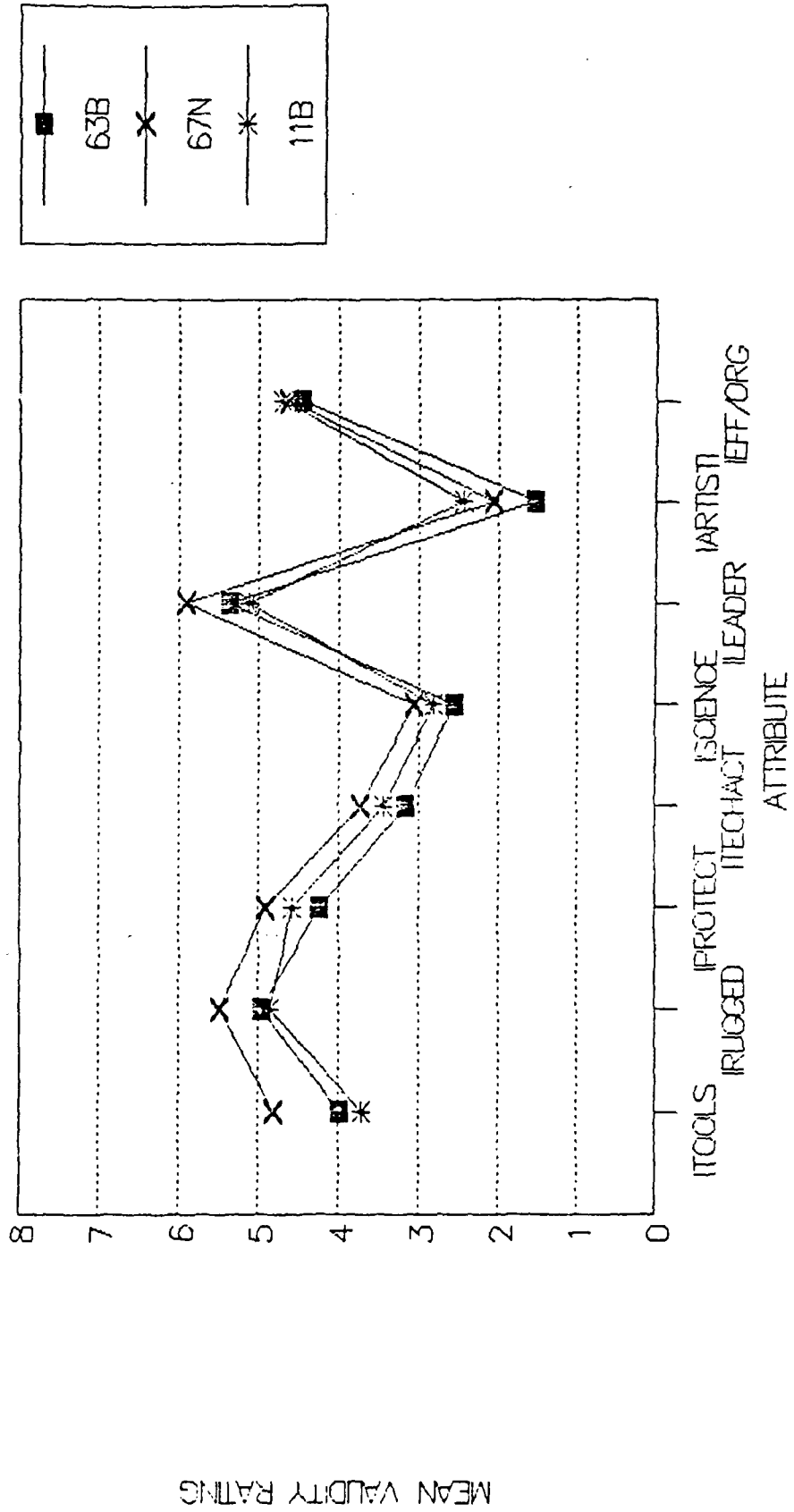
# GSP MEAN RATINGS, TEMPERAMENT:

## CLUSTER 1 -- 63B, 67N, & 11B



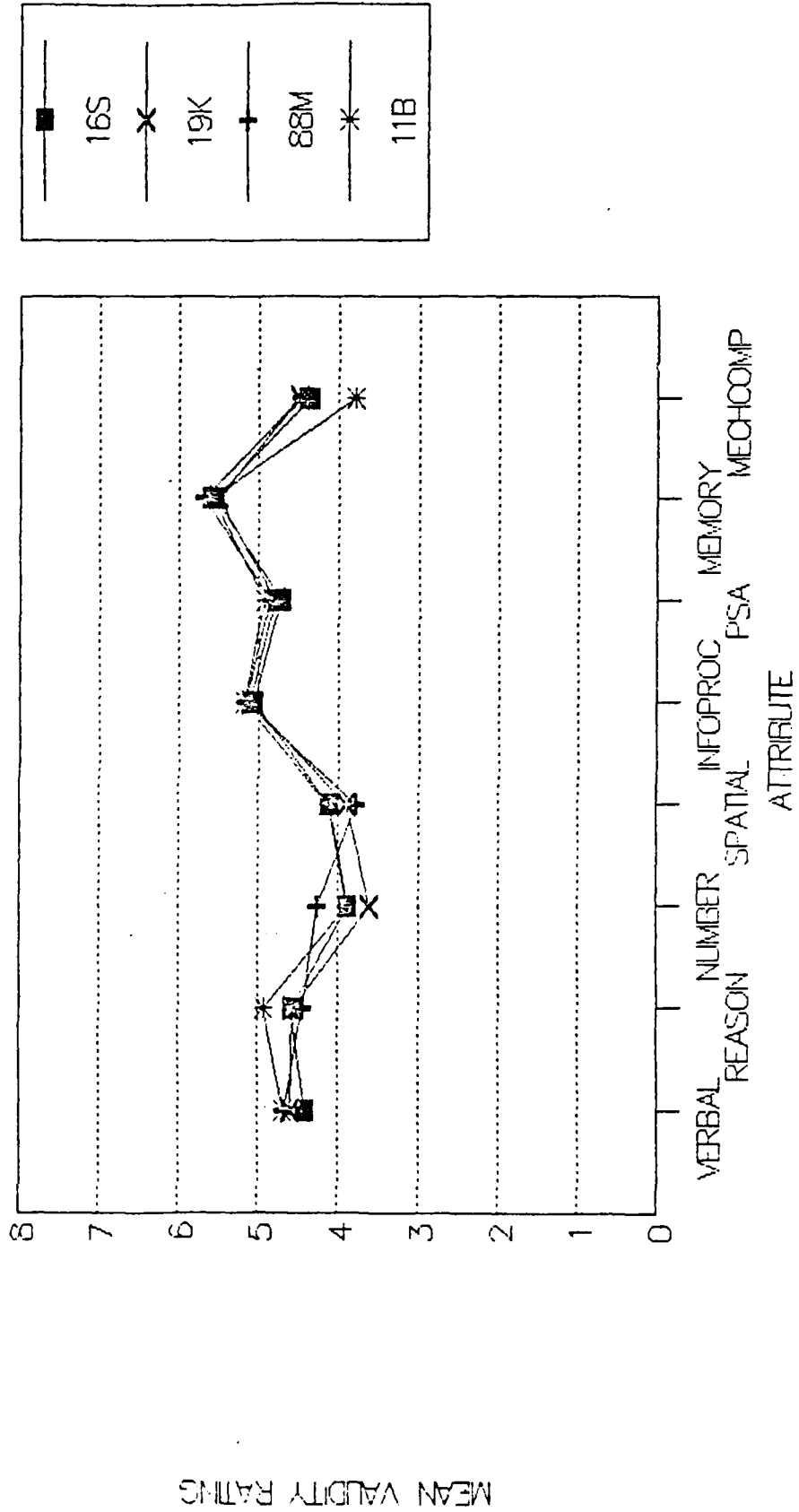
# GSP MEAN RATINGS, INTERESTS:

## CLUSTER 1 --- 63B, 67N, & 11B



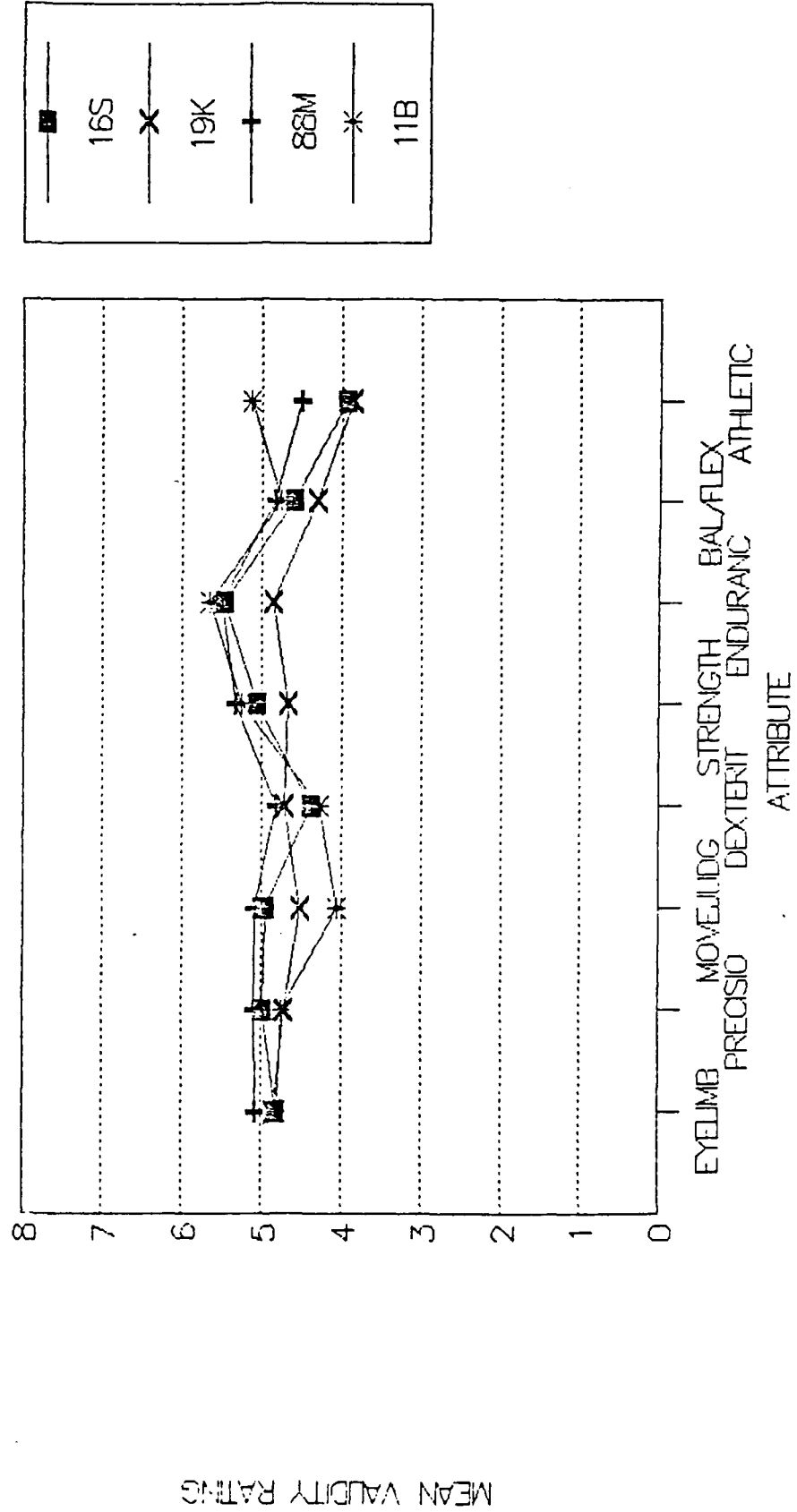
# GSP MEAN RATINGS, COGNITIVE:

## CLUSTER 2 -- 16S, 19K, 88M, & 11B



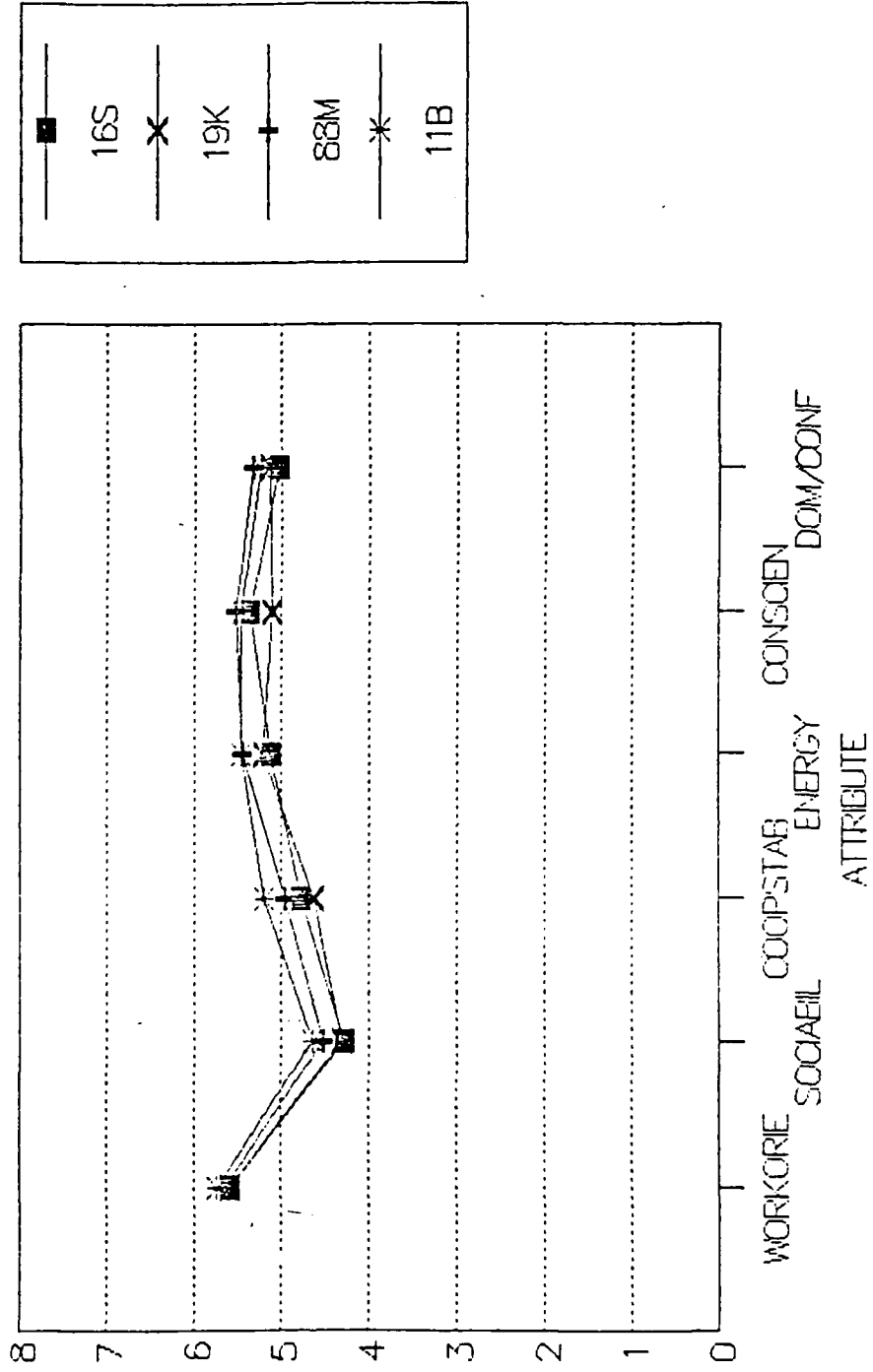
# GSP MEAN RATINGS, PSYCHOMOTOR/PHYSICAL:

## CLUSTER 2 -- 16S, 19K, 88M, & 11B



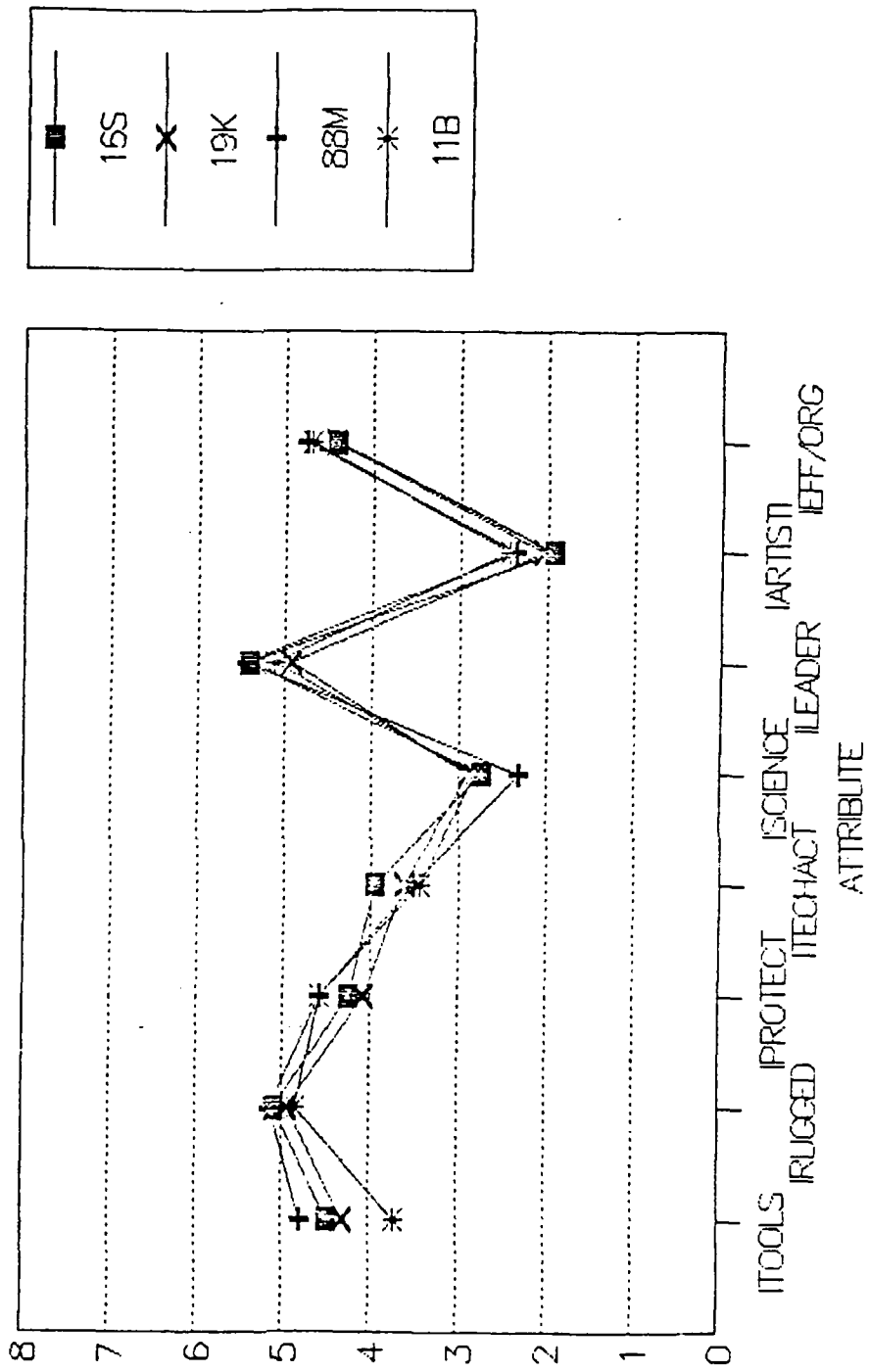
# GSP MEAN RATINGS, TEMPERAMENT:

## CLUSTER 2 --- 16S, 19K, 88M, & 11B



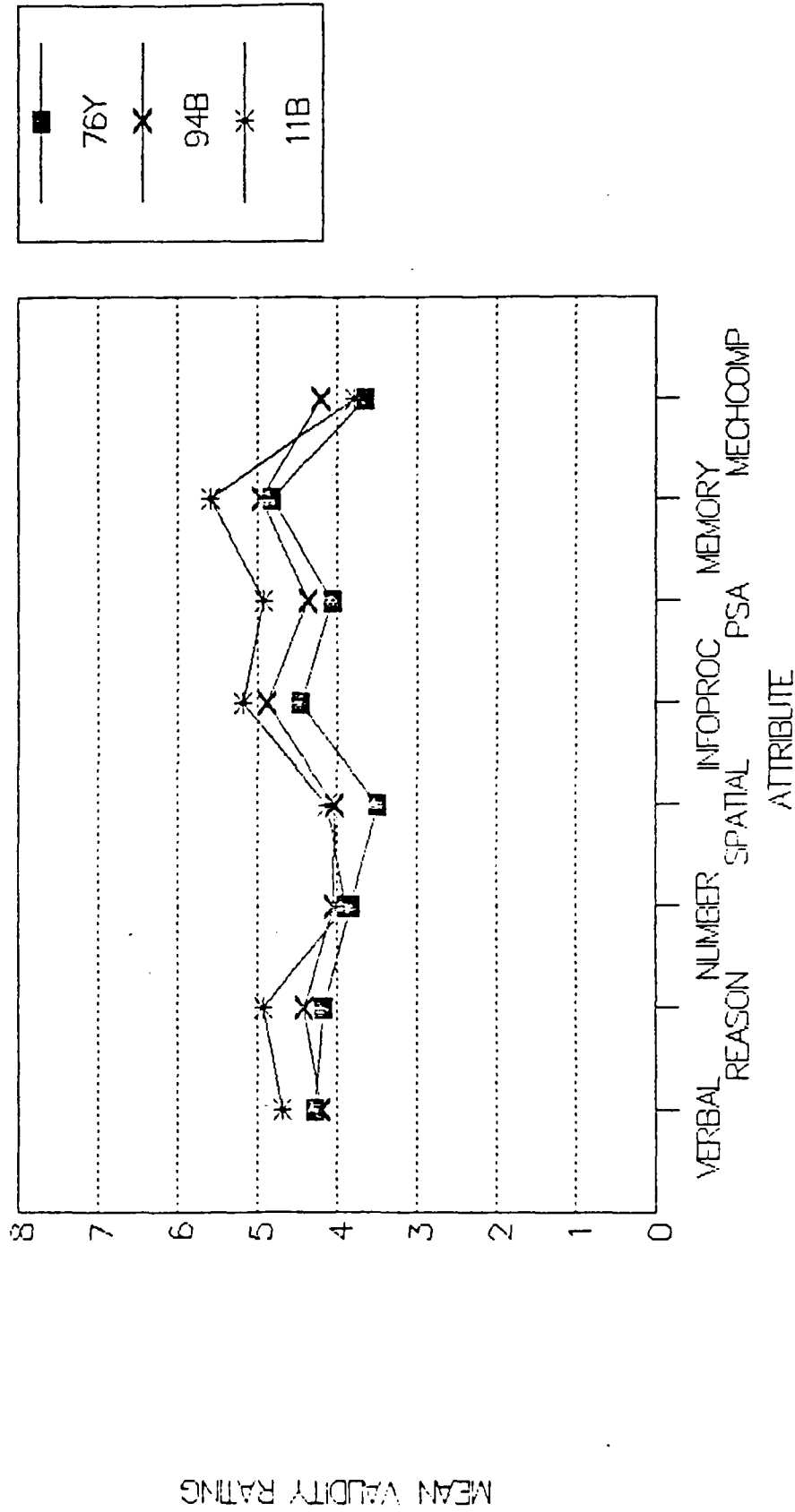
# GSP MEAN RATINGS, INTERESTS:

## CLUSTER 2 -- 16S, 19K, 88M, & 11B



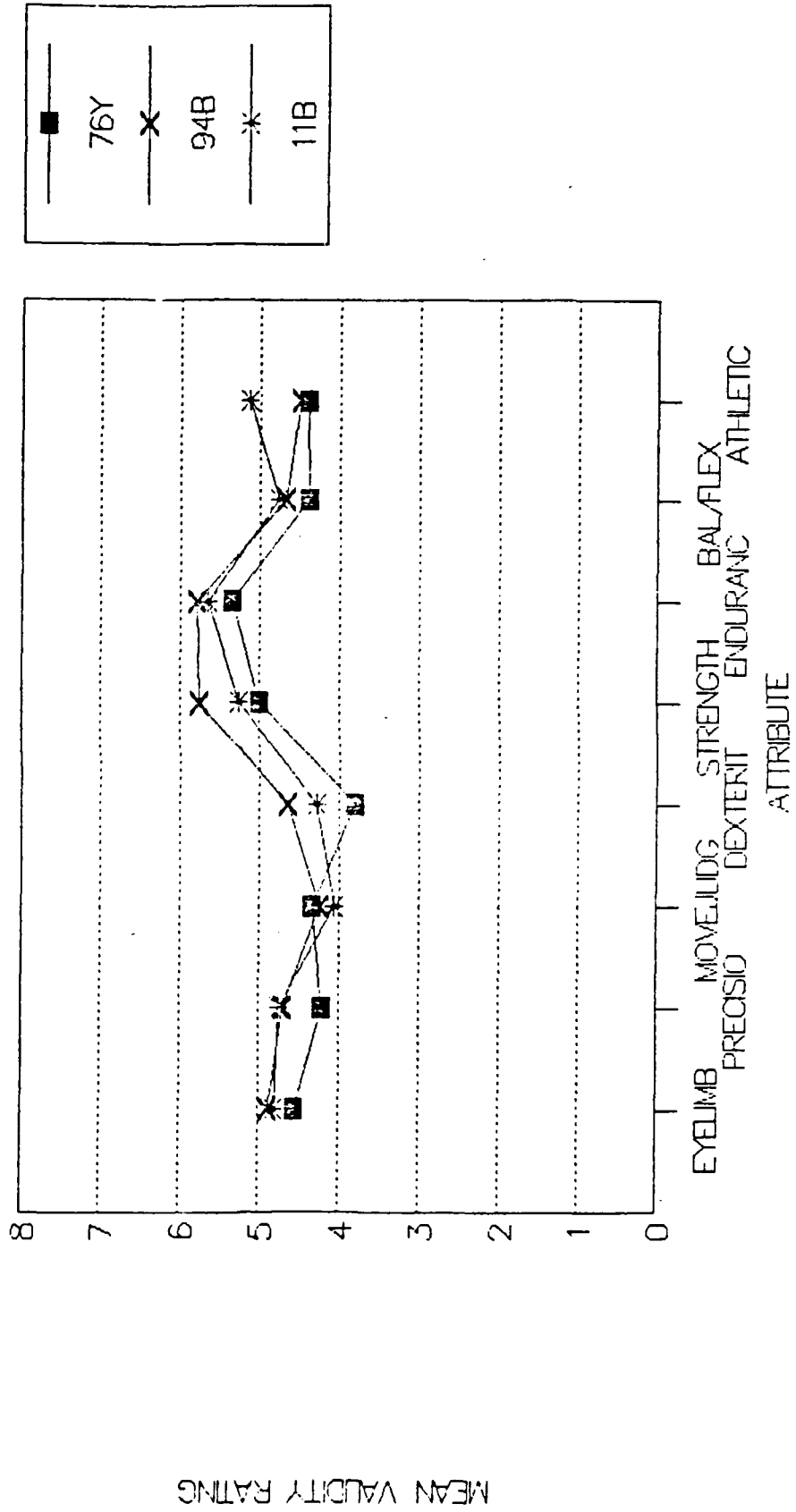
# GSP MEAN RATINGS, COGNITIVE:

## CLUSTER 3 --- 76Y, 94B, & 11B



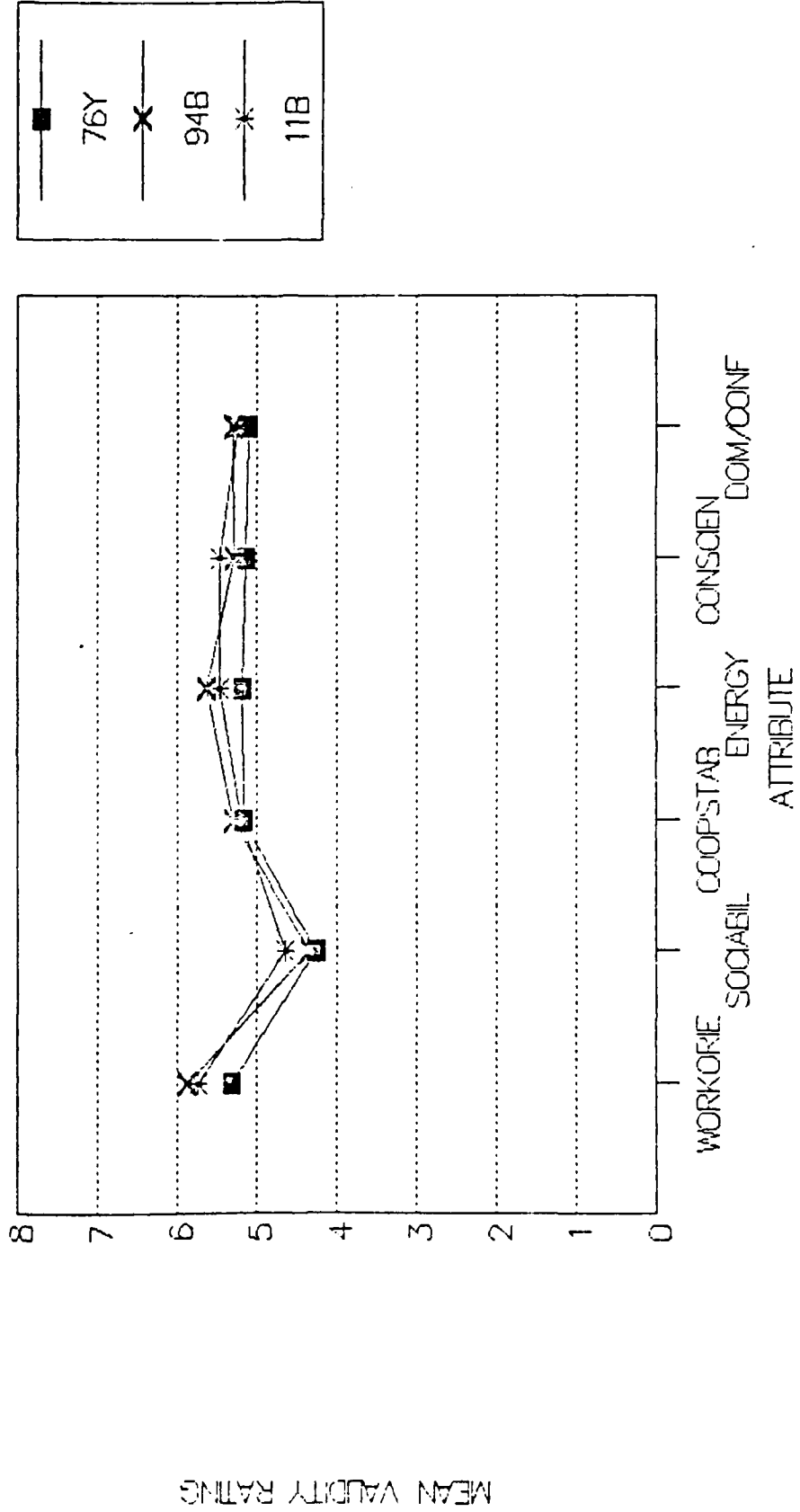
# GSP MEAN RATINGS, PSYCHOMOTOR/PHYSICAL:

## CLUSTER 3 -- 76Y, 94B, & 11B



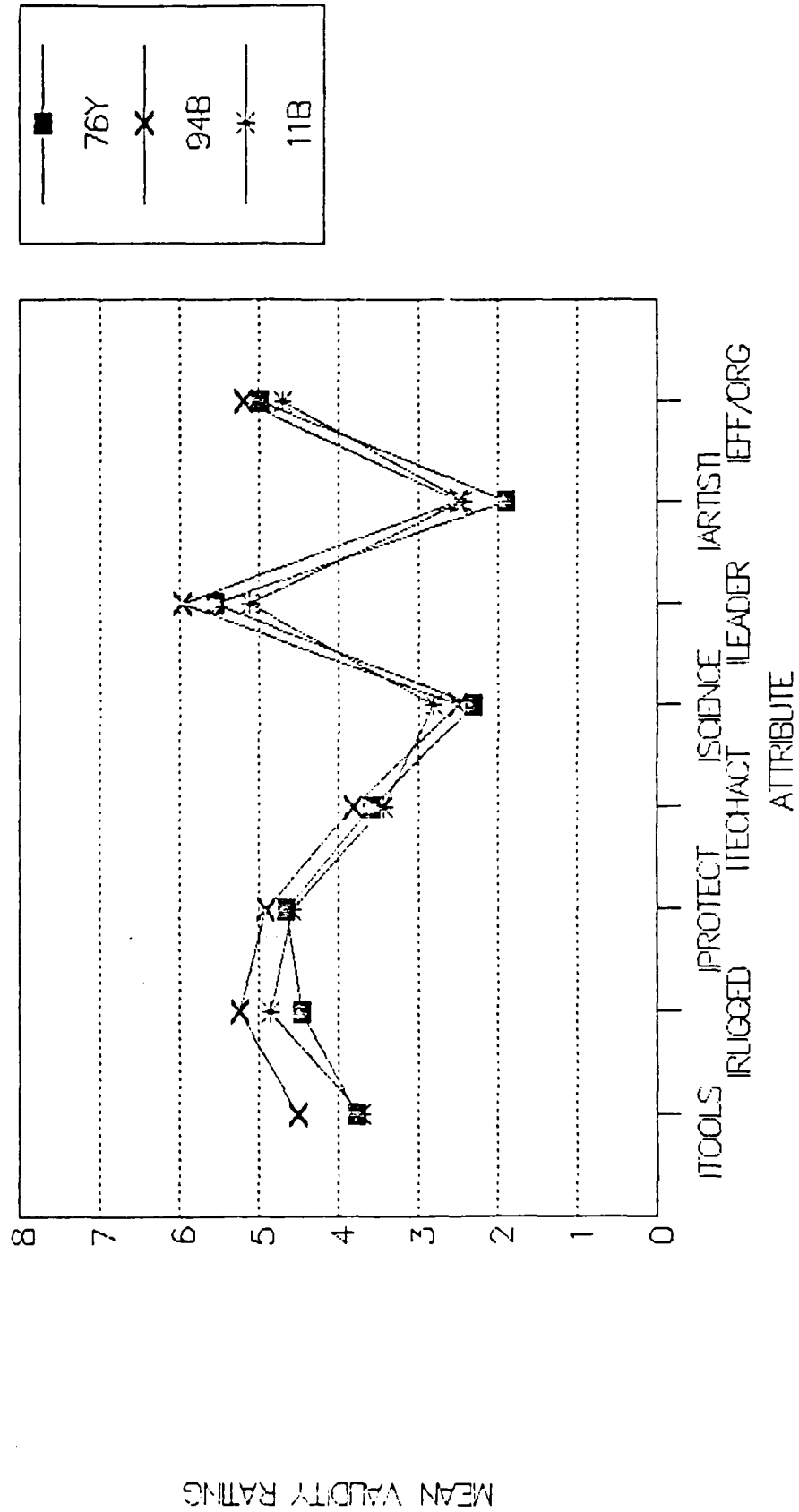
# GSP MEAN RATINGS, TEMPERAMENT:

## CLUSTER 3 --- 76Y, 94B, & 11B



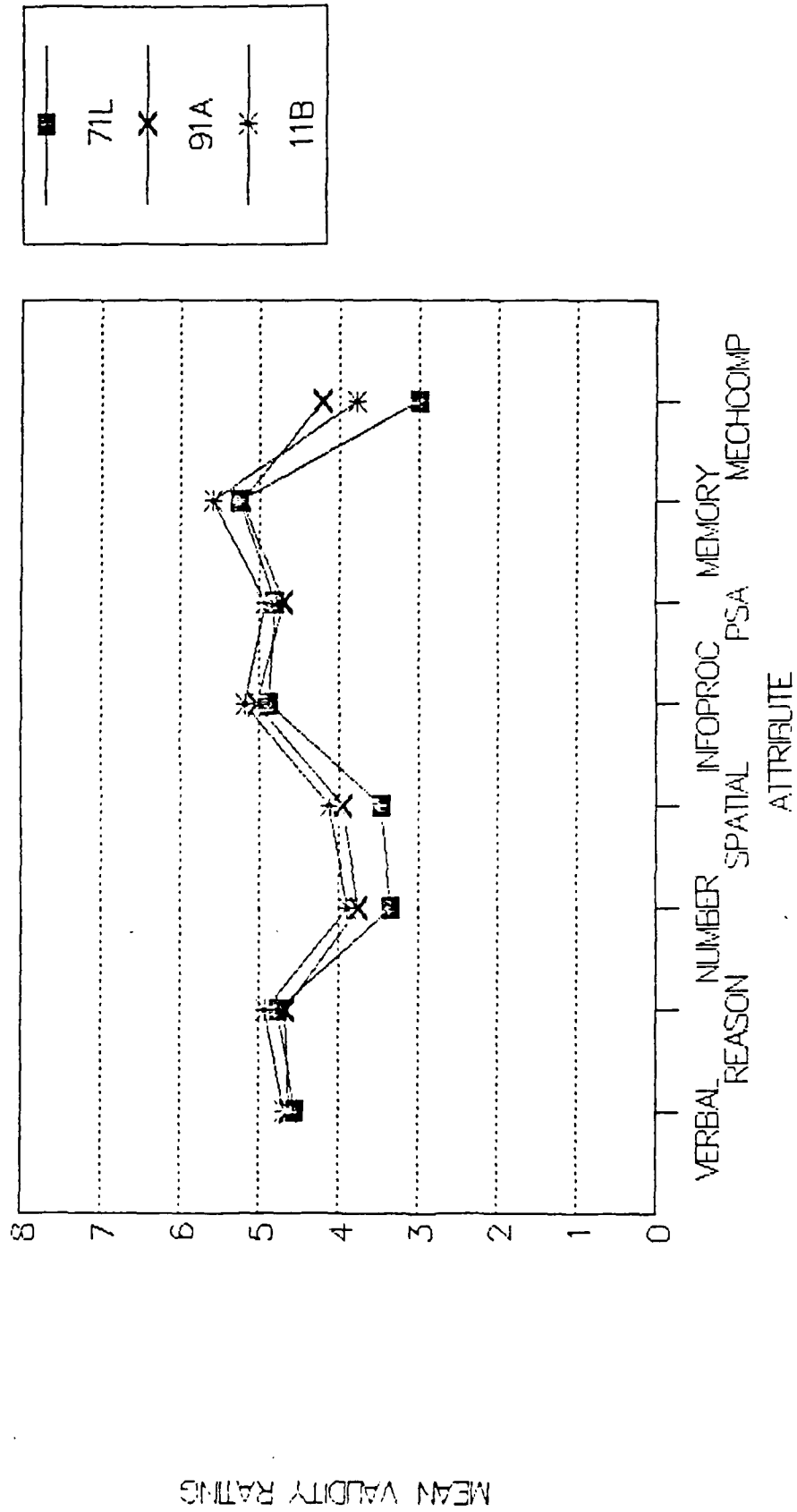
# GSP MEAN RATINGS, INTERESTS:

## CLUSTER 3 --- 76Y, 94B, & 11B



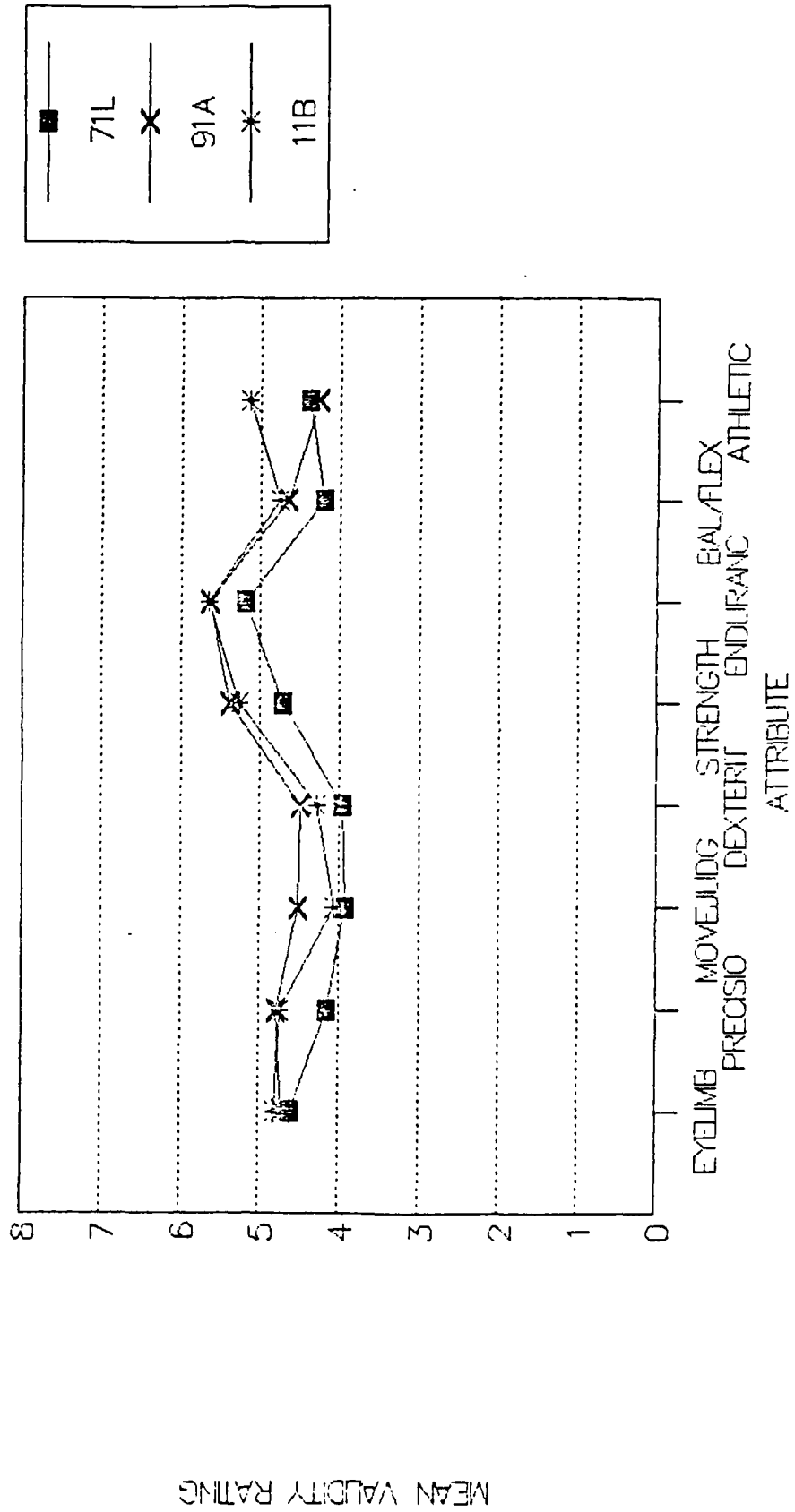
# GSP MEAN RATINGS, COGNITIVE:

## CLUSTER 4 -- 71L, 91A, & 11B



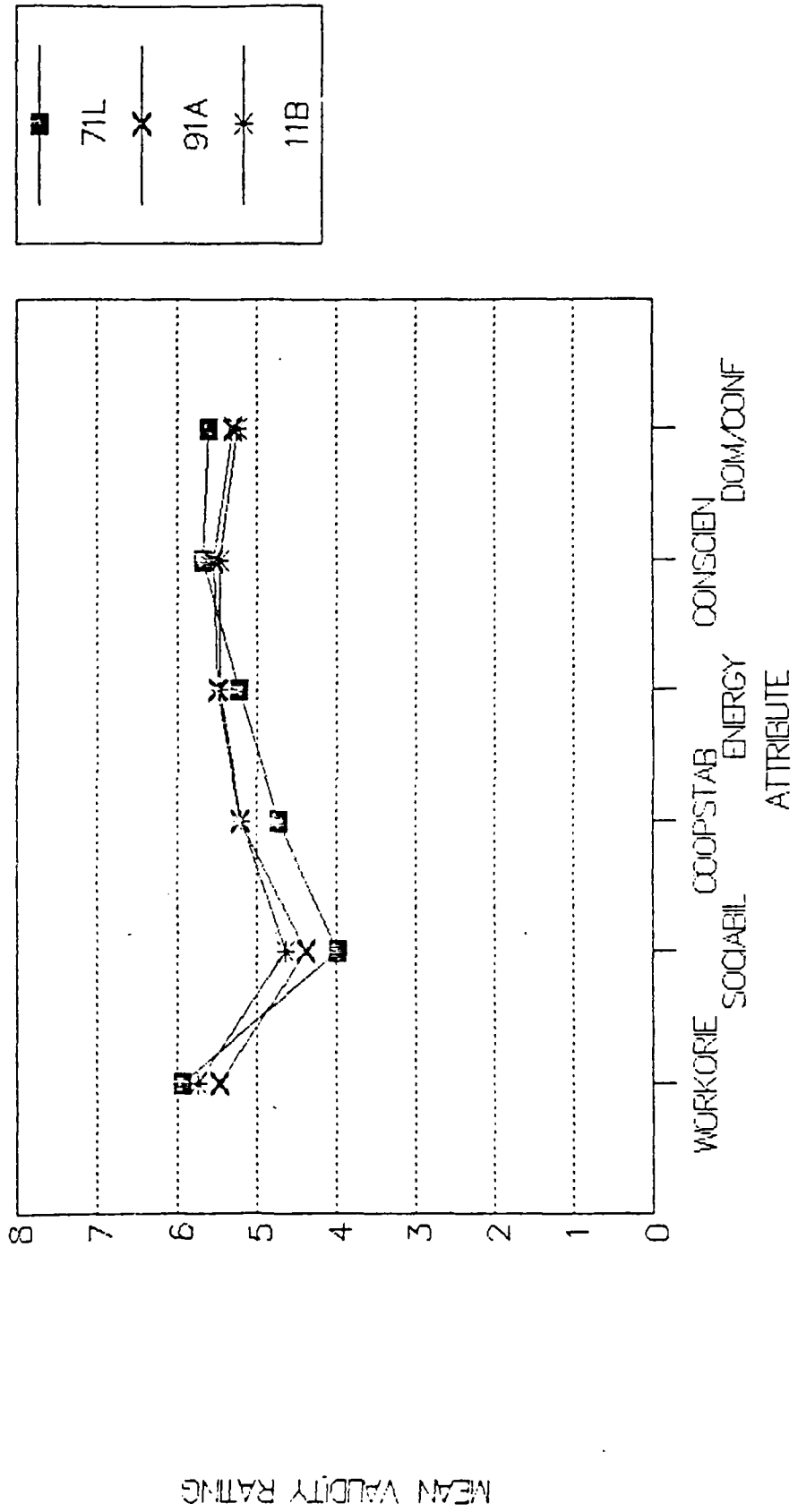
# GSP MEAN RATINGS, PSYCHOMOTOR/PHYSICAL:

## CLUSTER 4 --- 71L, 91A, & 11B



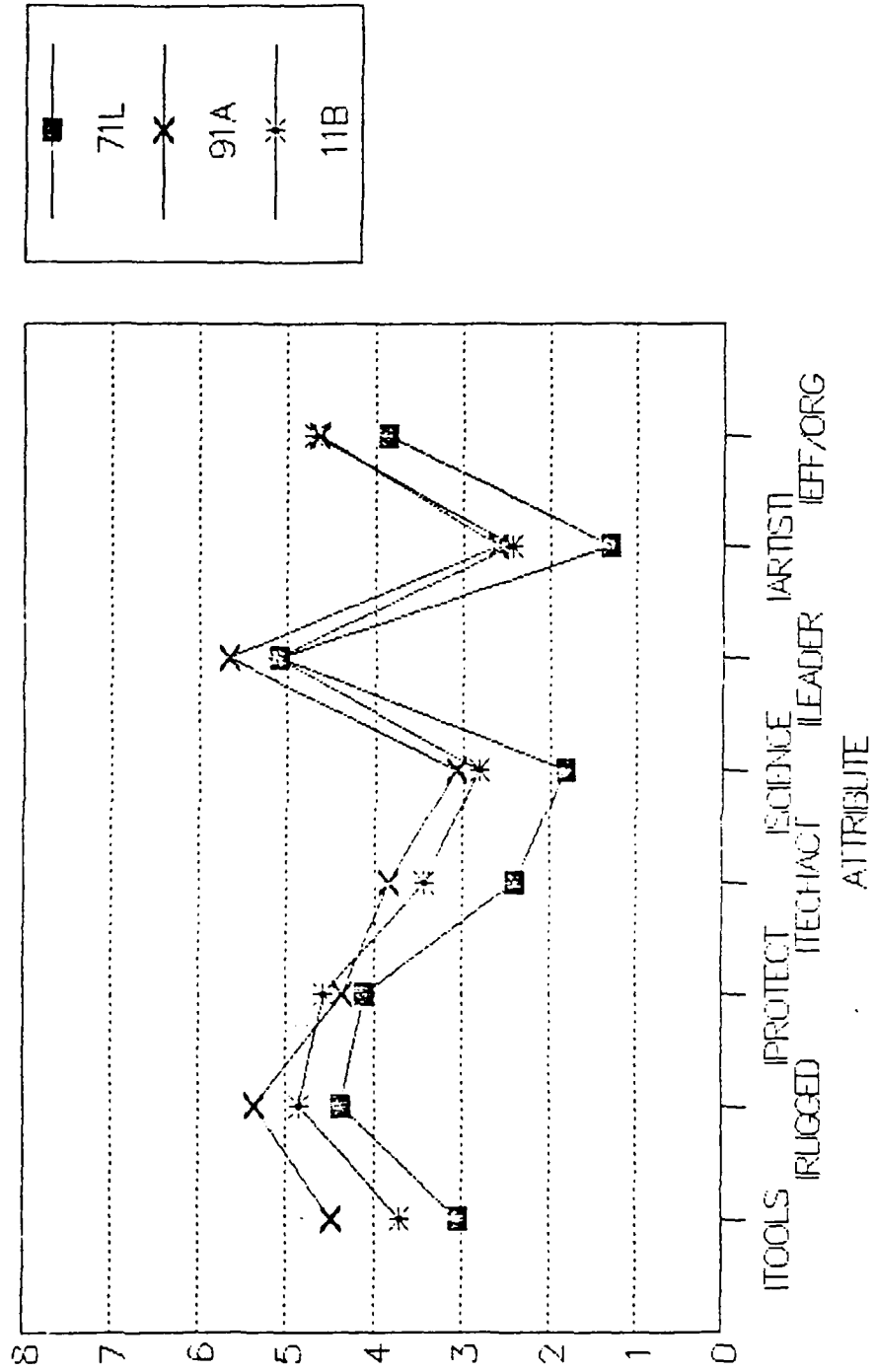
# GSP MEAN RATINGS, TEMPERAMENT:

## CLUSTER 4 --- 71L, 91A, & 11B



# GSP MEAN RATINGS, INTERESTS:

## CLUSTER 4 --- 71L, 91A, & 11B



APPENDIX S

FORMATION AND VALIDITY OF SYNTHETICALLY FORMED  
PREDICTION EQUATIONS

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.13	0.13	0.14	0.14	0.13	0.14	0.14
ATTR2	0.13	0.13	0.13	0.13	0.13	0.13	0.13
ATTR3	0.09	0.09	0.10	0.10	0.09	0.10	0.10
ATTR4	0.11	0.11	0.10	0.10	0.10	0.10	0.09
ATTR6	0.10	0.10	0.10	0.10	0.10	0.10	0.10
ATTR7	0.10	0.10	0.10	0.10	0.10	0.10	0.10
ATTR8	0.11	0.11	0.11	0.11	0.11	0.11	0.11
ATTR9	0.08	0.09	0.09	0.08	0.09	0.08	0.08
ATTR10	0.08	0.08	0.07	0.07	0.08	0.07	0.07
ATTR11	0.07	0.08	0.07	0.07	0.07	0.07	0.07
ATTR12	0.06	0.07	0.06	0.06	0.06	0.06	0.06
ATTR13	0.07	0.08	0.08	0.08	0.08	0.08	0.07
ATTR17	0.05	0.06	0.05	0.05	0.06	0.05	0.05
ATTR18	0.10	0.10	0.11	0.11	0.11	0.11	0.11
ATTR20	0.07	0.07	0.07	0.07	0.07	0.08	0.08
ATTR21	0.08	0.08	0.08	0.08	0.08	0.08	0.09
ATTR22	0.09	0.09	0.09	0.10	0.09	0.09	0.10
ATTR23	0.07	0.07	0.07	0.07	0.07	0.07	0.08
ATTR24	0.07	0.08	0.07	0.07	0.07	0.07	0.06
ATTR25	0.06	0.07	0.05	0.05	0.06	0.05	0.05
ATTR26	0.06	0.06	0.05	0.05	0.06	0.06	0.05
ATTR27	0.07	0.07	0.07	0.06	0.06	0.06	0.06
ATTR28	0.04	0.04	0.05	0.04	0.04	0.05	0.04
ATTR29	0.06	0.05	0.06	0.06	0.06	0.06	0.06
ATTR30	0.02	0.02	0.02	0.02	0.02	0.02	0.03
ATTR31	0.07	0.07	0.08	0.09	0.07	0.07	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.94	0.82	0.94	1.01	0.95	1.03	1.01
ATTR2	0.35	0.30	0.35	0.36	0.33	0.38	0.38
ATTR3	-0.31	-0.27	-0.29	-0.25	-0.32	-0.29	-0.24
ATTR4	0.05	0.03	-0.04	-0.10	0.01	-0.07	-0.11
ATTR6	0.23	0.22	0.19	0.19	0.21	0.21	0.20
ATTR7	-0.04	-0.03	-0.05	-0.02	-0.04	-0.05	-0.05
ATTR8	0.19	0.19	0.19	0.17	0.19	0.19	0.18
ATTR9	-0.39	-0.24	-0.27	-0.38	-0.36	-0.42	-0.41
ATTR10	0.12	0.14	0.11	0.13	0.14	0.12	0.13
ATTR11	-0.10	-0.10	-0.09	-0.07	-0.10	-0.07	-0.08
ATTR12	0.04	0.02	0.01	0.03	0.04	0.02	0.03
ATTR13	0.19	0.22	0.21	0.20	0.20	0.20	0.19
ATTR17	0.19	0.20	0.19	0.18	0.19	0.17	0.18
ATTR18	0.27	0.29	0.31	0.31	0.29	0.28	0.29
ATTR20	-0.05	-0.08	-0.05	-0.04	-0.05	-0.01	-0.01
ATTR21	-0.13	-0.12	-0.14	-0.15	-0.14	-0.14	-0.14
ATTR22	0.27	0.28	0.26	0.26	0.28	0.25	0.25
ATTR23	-0.04	-0.07	-0.07	-0.07	-0.06	-0.06	-0.05
ATTR24	0.42	0.41	0.44	0.44	0.42	0.46	0.44
ATTR25	-0.14	-0.15	-0.23	-0.20	-0.15	-0.20	-0.18
ATTR26	0.16	0.16	0.16	0.15	0.16	0.17	0.16
ATTR27	0.15	0.19	0.19	0.14	0.14	0.12	0.10
ATTR28	-0.30	-0.30	-0.31	-0.31	-0.29	-0.28	-0.32
ATTR29	-0.08	-0.10	-0.08	-0.10	-0.08	-0.08	-0.07
ATTR30	-0.19	-0.19	-0.21	-0.20	-0.19	-0.19	-0.18
ATTR31	0.46	0.47	0.49	0.52	0.48	0.47	0.52

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
COMPONENT MODEL: TASK  
CRITICALITY WEIGHTS: FREQUENCY

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.23	0.22	0.27	0.30	0.26	0.27	0.28
ATTR2	0.25	0.23	0.26	0.28	0.25	0.26	0.27
ATTR3	0.06	0.06	0.05	0.06	0.05	0.06	0.08
ATTR4	0.15	0.16	0.14	0.11	0.14	0.11	0.10
ATTR6	0.07	0.05	0.04	0.04	0.05	0.05	0.04
ATTR7	0.09	0.10	0.08	0.08	0.09	0.08	0.07
ATTR8	0.17	0.16	0.16	0.14	0.17	0.18	0.14
ATTR9	0.07	0.11	0.10	0.07	0.08	0.07	0.06
ATTR10	0.05	0.07	0.04	0.06	0.06	0.05	0.05
ATTR11	0.03	0.04	0.03	0.02	0.02	0.02	0.02
ATTR12	0.03	0.04	0.02	0.03	0.04	0.03	0.03
ATTR13	0.07	0.08	0.07	0.07	0.06	0.07	0.06
ATTR17	0.02	0.02	0.01	0.01	0.02	0.02	0.02
ATTR18	0.06	0.04	0.05	0.06	0.05	0.05	0.07
ATTR20	0.05	0.04	0.05	0.05	0.05	0.07	0.07
ATTR21	0.05	0.03	0.04	0.04	0.04	0.04	0.06
ATTR22	0.03	0.02	0.03	0.03	0.03	0.03	0.04
ATTR23	0.05	0.03	0.05	0.05	0.05	0.06	0.07
ATTR24	0.06	0.09	0.09	0.06	0.07	0.06	0.05
ATTR25	0.04	0.05	0.02	0.03	0.04	0.03	0.04
ATTR26	0.00	0.01	0.01	0.00	0.01	0.01	0.00
ATTR27	0.03	0.03	0.04	0.02	0.02	0.02	0.01
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.04	0.03	0.04	0.05	0.04	0.05	0.06
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.01	0.01	0.03	0.06	0.02	0.03	0.06

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.55	0.60	0.50	0.50	0.64	0.59
VAL19K	0.45	0.56	0.61	0.50	0.51	0.64	0.59
VAL67N	0.45	0.56	0.61	0.50	0.50	0.64	0.60
VAL76Y	0.45	0.55	0.60	0.51	0.50	0.64	0.60
VAL88M	0.45	0.55	0.60	0.50	0.50	0.64	0.59
VAL91A	0.45	0.55	0.60	0.50	0.50	0.64	0.60
VAL94B	0.44	0.55	0.60	0.50	0.50	0.64	0.60
REG16S	0.30	0.34	0.31	0.28	0.30	0.44	0.35
REG19K	0.30	0.36	0.33	0.28	0.32	0.44	0.34
REG67N	0.29	0.34	0.32	0.29	0.30	0.43	0.35
REG76Y	0.29	0.32	0.29	0.28	0.28	0.42	0.34
REG88M	0.29	0.34	0.31	0.27	0.30	0.43	0.34
REG91A	0.30	0.32	0.29	0.28	0.29	0.43	0.34
REG94B	0.29	0.32	0.28	0.28	0.28	0.42	0.34
UNI16S	0.50	0.61	0.69	0.55	0.56	0.71	0.67
UNI19K	0.50	0.62	0.70	0.54	0.57	0.71	0.65
UNI67N	0.50	0.61	0.70	0.55	0.57	0.72	0.67
UNI76Y	0.51	0.61	0.69	0.56	0.56	0.72	0.67
UNI88M	0.50	0.61	0.69	0.55	0.56	0.71	0.66
UNI91A	0.50	0.60	0.68	0.55	0.56	0.71	0.67
UNI94B	0.50	0.60	0.68	0.56	0.55	0.71	0.68

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.551	0.333	0.618
AVG OFF	0.603	0.603	0.549	0.325	0.612

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: CTI

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.13	0.13	0.14	0.14	0.13	0.15	0.14
ATTR2	0.13	0.13	0.13	0.13	0.13	0.13	0.13
ATTR3	0.09	0.09	0.10	0.10	0.09	0.10	0.10
ATTR4	0.11	0.11	0.10	0.10	0.11	0.10	0.10
ATTR6	0.10	0.10	0.10	0.10	0.10	0.10	0.10
ATTR7	0.10	0.10	0.10	0.10	0.10	0.09	0.10
ATTR8	0.11	0.11	0.11	0.11	0.11	0.11	0.11
ATTR9	0.08	0.09	0.09	0.08	0.09	0.08	0.08
ATTR10	0.07	0.08	0.07	0.07	0.08	0.07	0.07
ATTR11	0.07	0.08	0.07	0.07	0.07	0.07	0.07
ATTR12	0.06	0.07	0.06	0.06	0.06	0.06	0.06
ATTR13	0.07	0.08	0.08	0.08	0.07	0.07	0.07
ATTR17	0.05	0.05	0.05	0.05	0.05	0.05	0.05
ATTR18	0.10	0.10	0.11	0.11	0.11	0.11	0.11
ATTR20	0.07	0.07	0.07	0.07	0.07	0.08	0.08
ATTR21	0.08	0.08	0.08	0.08	0.08	0.08	0.09
ATTR22	0.09	0.09	0.09	0.10	0.09	0.09	0.10
ATTR23	0.07	0.07	0.07	0.07	0.07	0.08	0.07
ATTR24	0.07	0.08	0.07	0.07	0.07	0.06	0.06
ATTR25	0.06	0.07	0.05	0.05	0.06	0.05	0.05
ATTR26	0.06	0.06	0.05	0.05	0.06	0.06	0.05
ATTR27	0.07	0.07	0.07	0.06	0.06	0.06	0.06
ATTR28	0.04	0.04	0.05	0.04	0.04	0.05	0.04
ATTR29	0.06	0.05	0.06	0.06	0.06	0.06	0.06
ATTR30	0.02	0.02	0.02	0.02	0.02	0.03	0.03
ATTR31	0.07	0.07	0.08	0.08	0.07	0.08	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: CTI

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.94	0.82	0.93	1.00	0.96	1.08	1.02
ATTR2	0.36	0.31	0.36	0.36	0.33	0.42	0.38
ATTR3	-0.31	-0.27	-0.28	-0.25	-0.32	-0.30	-0.25
ATTR4	0.05	0.04	-0.05	-0.09	0.03	-0.10	-0.11
ATTR6	0.23	0.22	0.19	0.19	0.21	0.20	0.19
ATTR7	-0.05	-0.03	-0.05	-0.03	-0.05	-0.06	-0.05
ATTR8	0.19	0.19	0.19	0.18	0.19	0.19	0.18
ATTR9	-0.40	-0.25	-0.26	-0.37	-0.37	-0.46	-0.40
ATTR10	0.11	0.14	0.11	0.13	0.14	0.11	0.13
ATTR11	-0.10	-0.11	-0.09	-0.08	-0.11	-0.06	-0.08
ATTR12	0.04	0.03	0.00	0.02	0.04	0.02	0.03
ATTR13	0.19	0.21	0.21	0.20	0.19	0.19	0.19
ATTR17	0.19	0.20	0.19	0.18	0.19	0.17	0.18
ATTR18	0.27	0.29	0.31	0.31	0.29	0.27	0.29
ATTR20	-0.05	-0.08	-0.05	-0.04	-0.05	0.00	-0.01
ATTR21	-0.13	-0.12	-0.14	-0.15	-0.14	-0.14	-0.14
ATTR22	0.27	0.28	0.26	0.26	0.27	0.24	0.25
ATTR23	-0.04	-0.07	-0.07	-0.07	-0.06	-0.05	-0.06
ATTR24	0.41	0.41	0.44	0.44	0.41	0.46	0.44
ATTR25	-0.13	-0.15	-0.23	-0.20	-0.15	-0.20	-0.18
ATTR26	0.16	0.16	0.16	0.15	0.16	0.17	0.16
ATTR27	0.15	0.18	0.19	0.14	0.14	0.11	0.10
ATTR28	-0.29	-0.29	-0.31	-0.31	-0.29	-0.26	-0.31
ATTR29	-0.08	-0.10	-0.08	-0.10	-0.08	-0.08	-0.07
ATTR30	-0.19	-0.19	-0.21	-0.20	-0.19	-0.19	-0.19
ATTR31	0.45	0.47	0.49	0.52	0.48	0.46	0.52

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: CTI

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.23	0.22	0.27	0.29	0.25	0.28	0.28
ATTR2	0.25	0.23	0.26	0.28	0.25	0.28	0.28
ATTR3	0.06	0.06	0.05	0.06	0.05	0.06	0.07
ATTR4	0.14	0.16	0.14	0.11	0.14	0.10	0.11
ATTR6	0.07	0.05	0.04	0.04	0.05	0.05	0.03
ATTR7	0.09	0.10	0.08	0.08	0.09	0.07	0.07
ATTR8	0.18	0.16	0.16	0.15	0.17	0.18	0.15
ATTR9	0.07	0.11	0.10	0.07	0.08	0.06	0.07
ATTR10	0.05	0.07	0.04	0.06	0.06	0.04	0.04
ATTR11	0.03	0.04	0.03	0.02	0.02	0.02	0.02
ATTR12	0.03	0.04	0.02	0.03	0.04	0.03	0.03
ATTR13	0.07	0.08	0.07	0.07	0.06	0.07	0.05
ATTR17	0.02	0.02	0.01	0.01	0.02	0.02	0.02
ATTR18	0.06	0.04	0.05	0.06	0.05	0.05	0.07
ATTR20	0.05	0.04	0.05	0.05	0.05	0.08	0.07
ATTR21	0.05	0.03	0.04	0.04	0.04	0.04	0.06
ATTR22	0.03	0.02	0.03	0.03	0.03	0.03	0.04
ATTR23	0.05	0.03	0.05	0.05	0.05	0.06	0.07
ATTR24	0.06	0.09	0.09	0.06	0.07	0.05	0.05
ATTR25	0.04	0.05	0.02	0.03	0.04	0.03	0.03
ATTR26	0.00	0.00	0.00	0.00	0.01	0.00	0.00
ATTR27	0.03	0.03	0.04	0.02	0.02	0.02	0.01
ATTR28	0.01	0.01	0.00	0.00	0.00	0.01	0.00
ATTR29	0.05	0.03	0.05	0.04	0.04	0.05	0.06
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.01	0.01	0.03	0.06	0.02	0.03	0.07

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: CTI

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.55	0.60	0.50	0.50	0.64	0.59
VAL19K	0.45	0.56	0.61	0.50	0.51	0.64	0.59
VAL67N	0.45	0.56	0.61	0.50	0.50	0.65	0.60
VAL76Y	0.45	0.55	0.60	0.51	0.50	0.64	0.60
VAL88M	0.45	0.55	0.60	0.50	0.50	0.64	0.59
VAL91A	0.45	0.55	0.60	0.51	0.50	0.64	0.60
VAL94B	0.44	0.55	0.60	0.51	0.50	0.64	0.60
REG16S	0.30	0.34	0.31	0.28	0.30	0.44	0.35
REG19K	0.30	0.36	0.33	0.28	0.32	0.44	0.35
REG67N	0.29	0.34	0.32	0.29	0.31	0.43	0.35
REG76Y	0.29	0.32	0.29	0.28	0.28	0.42	0.34
REG88M	0.30	0.34	0.31	0.27	0.30	0.43	0.34
REG91A	0.30	0.32	0.29	0.28	0.28	0.43	0.35
REG94B	0.29	0.32	0.28	0.28	0.28	0.42	0.35
UNI16S	0.50	0.60	0.69	0.55	0.56	0.71	0.67
UNI19K	0.50	0.62	0.70	0.54	0.57	0.71	0.65
UNI67N	0.50	0.61	0.70	0.55	0.57	0.72	0.67
UNI76Y	0.51	0.61	0.69	0.56	0.56	0.72	0.67
UNI88M	0.50	0.61	0.69	0.55	0.56	0.72	0.67
UNI91A	0.50	0.60	0.68	0.56	0.55	0.71	0.68
UNI94B	0.50	0.60	0.68	0.56	0.55	0.71	0.68

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: CTI

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.552	0.333	0.618
AVG OFF	0.603	0.603	0.549	0.326	0.613

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.13	0.12	0.14	0.15	0.13	0.15	0.15
ATTR2	0.13	0.12	0.13	0.13	0.12	0.13	0.13
ATTR3	0.09	0.09	0.10	0.10	0.09	0.09	0.10
ATTR4	0.11	0.11	0.10	0.09	0.11	0.09	0.09
ATTR6	0.10	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.10	0.10	0.10	0.10	0.10	0.09	0.09
ATTR8	0.11	0.11	0.11	0.11	0.11	0.11	0.11
ATTR9	0.08	0.10	0.10	0.08	0.09	0.07	0.08
ATTR10	0.07	0.08	0.07	0.07	0.08	0.07	0.07
ATTR11	0.07	0.08	0.07	0.07	0.07	0.07	0.07
ATTR12	0.07	0.07	0.06	0.06	0.07	0.06	0.06
ATTR13	0.07	0.08	0.08	0.08	0.08	0.07	0.07
ATTR17	0.05	0.06	0.05	0.05	0.06	0.05	0.05
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.11
ATTR20	0.07	0.07	0.07	0.07	0.07	0.09	0.08
ATTR21	0.08	0.08	0.08	0.08	0.08	0.09	0.09
ATTR22	0.09	0.09	0.09	0.10	0.09	0.10	0.10
ATTR23	0.07	0.07	0.07	0.07	0.07	0.08	0.08
ATTR24	0.07	0.08	0.07	0.06	0.07	0.06	0.06
ATTR25	0.07	0.07	0.05	0.04	0.07	0.05	0.05
ATTR26	0.06	0.06	0.05	0.05	0.06	0.06	0.05
ATTR27	0.06	0.07	0.07	0.06	0.07	0.06	0.06
ATTR28	0.04	0.04	0.05	0.04	0.04	0.05	0.04
ATTR29	0.06	0.05	0.06	0.06	0.06	0.07	0.06
ATTR30	0.02	0.01	0.02	0.02	0.02	0.03	0.03
ATTR31	0.07	0.06	0.08	0.10	0.07	0.07	0.09

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.95	0.78	0.96	1.05	0.95	1.13	1.03
ATTR2	0.34	0.26	0.36	0.34	0.28	0.43	0.36
ATTR3	-0.34	-0.29	-0.32	-0.24	-0.35	-0.35	-0.22
ATTR4	0.09	0.07	-0.07	-0.15	0.07	-0.11	-0.15
ATTR6	0.24	0.24	0.18	0.17	0.22	0.20	0.19
ATTR7	-0.03	-0.01	-0.05	0.00	-0.03	-0.07	-0.05
ATTR8	0.20	0.19	0.19	0.16	0.19	0.20	0.17
ATTR9	-0.44	-0.21	-0.21	-0.39	-0.34	-0.51	-0.40
ATTR10	0.11	0.15	0.10	0.12	0.17	0.11	0.14
ATTR11	-0.11	-0.12	-0.09	-0.06	-0.12	-0.05	-0.07
ATTR12	0.05	0.03	0.00	0.03	0.06	0.02	0.03
ATTR13	0.17	0.22	0.20	0.19	0.19	0.19	0.20
ATTR17	0.19	0.20	0.18	0.17	0.19	0.16	0.17
ATTR18	0.26	0.29	0.34	0.33	0.30	0.26	0.30
ATTR20	-0.05	-0.09	-0.05	-0.04	-0.06	0.04	0.00
ATTR21	-0.13	-0.12	-0.15	-0.15	-0.15	-0.15	-0.14
ATTR22	0.27	0.29	0.25	0.25	0.29	0.24	0.24
ATTR23	-0.03	-0.08	-0.08	-0.08	-0.08	-0.05	-0.06
ATTR24	0.40	0.39	0.44	0.43	0.41	0.45	0.43
ATTR25	-0.10	-0.12	-0.26	-0.21	-0.14	-0.19	-0.19
ATTR26	0.16	0.16	0.15	0.15	0.15	0.17	0.16
ATTR27	0.14	0.19	0.21	0.13	0.15	0.08	0.09
ATTR28	-0.28	-0.29	-0.30	-0.31	-0.29	-0.25	-0.34
ATTR29	-0.07	-0.10	-0.07	-0.12	-0.09	-0.07	-0.08
ATTR30	-0.19	-0.19	-0.23	-0.22	-0.20	-0.19	-0.17
ATTR31	0.44	0.46	0.50	0.57	0.47	0.44	0.56

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.22	0.20	0.29	0.34	0.26	0.29	0.29
ATTR2	0.25	0.22	0.28	0.30	0.26	0.29	0.28
ATTR3	0.05	0.04	0.04	0.05	0.03	0.04	0.09
ATTR4	0.15	0.18	0.14	0.09	0.15	0.09	0.08
ATTR6	0.08	0.06	0.03	0.02	0.05	0.05	0.02
ATTR7	0.10	0.10	0.08	0.09	0.08	0.07	0.06
ATTR8	0.18	0.16	0.15	0.13	0.16	0.20	0.13
ATTR9	0.06	0.12	0.11	0.06	0.08	0.05	0.06
ATTR10	0.05	0.08	0.03	0.06	0.08	0.04	0.04
ATTR11	0.02	0.04	0.02	0.01	0.02	0.01	0.01
ATTR12	0.04	0.05	0.02	0.03	0.06	0.03	0.03
ATTR13	0.06	0.07	0.06	0.07	0.06	0.07	0.05
ATTR17	0.03	0.02	0.01	0.01	0.02	0.02	0.01
ATTR18	0.06	0.03	0.05	0.05	0.04	0.05	0.08
ATTR20	0.05	0.03	0.05	0.05	0.05	0.09	0.09
ATTR21	0.05	0.03	0.04	0.04	0.04	0.05	0.07
ATTR22	0.03	0.01	0.03	0.03	0.02	0.03	0.05
ATTR23	0.05	0.03	0.05	0.05	0.05	0.07	0.08
ATTR24	0.05	0.10	0.11	0.06	0.08	0.04	0.04
ATTR25	0.05	0.06	0.02	0.03	0.04	0.03	0.03
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.02	0.02	0.03	0.01	0.00	0.01	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.05	0.02	0.05	0.05	0.04	0.07	0.08
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.01	0.04	0.12	0.02	0.03	0.11

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.55	0.60	0.50	0.50	0.64	0.59
VAL19K	0.45	0.56	0.61	0.49	0.51	0.64	0.59
VAL67N	0.45	0.56	0.61	0.51	0.51	0.65	0.60
VAL76Y	0.45	0.55	0.60	0.51	0.50	0.64	0.61
VAL88M	0.45	0.56	0.61	0.50	0.50	0.64	0.59
VAL91A	0.44	0.55	0.59	0.50	0.49	0.64	0.60
VAL94B	0.44	0.54	0.59	0.51	0.49	0.64	0.60
REG16S	0.30	0.34	0.31	0.27	0.30	0.44	0.34
REG19K	0.30	0.36	0.34	0.27	0.32	0.44	0.34
REG67N	0.28	0.33	0.32	0.29	0.30	0.43	0.34
REG76Y	0.28	0.30	0.27	0.27	0.26	0.41	0.33
REG88M	0.29	0.34	0.31	0.26	0.29	0.43	0.33
REG91A	0.29	0.30	0.27	0.27	0.27	0.42	0.34
REG94B	0.28	0.30	0.27	0.28	0.27	0.41	0.34
UNI16S	0.50	0.60	0.68	0.55	0.56	0.71	0.67
UNI19K	0.50	0.62	0.71	0.53	0.57	0.71	0.64
UNI67N	0.50	0.61	0.70	0.56	0.57	0.72	0.67
UNI76Y	0.51	0.61	0.69	0.56	0.56	0.72	0.67
UNI88M	0.50	0.61	0.70	0.54	0.57	0.72	0.66
UNI91A	0.50	0.59	0.67	0.55	0.55	0.71	0.68
UNI94B	0.49	0.58	0.66	0.57	0.54	0.70	0.67

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.552	0.331	0.619
AVG OFF	0.603	0.603	0.548	0.317	0.609

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.13	0.12	0.14	0.15	0.13	0.15	0.15
ATTR2	0.13	0.12	0.13	0.13	0.12	0.13	0.13
ATTR3	0.09	0.09	0.10	0.10	0.09	0.09	0.10
ATTR4	0.11	0.11	0.10	0.09	0.11	0.09	0.09
ATTR6	0.10	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.10	0.10	0.10	0.11	0.10	0.09	0.09
ATTR8	0.11	0.11	0.11	0.11	0.11	0.11	0.11
ATTR9	0.08	0.10	0.10	0.08	0.09	0.07	0.08
ATTR10	0.07	0.08	0.07	0.07	0.08	0.07	0.07
ATTR11	0.07	0.08	0.07	0.07	0.07	0.07	0.07
ATTR12	0.07	0.07	0.06	0.06	0.07	0.06	0.06
ATTR13	0.07	0.08	0.08	0.08	0.08	0.07	0.07
ATTR17	0.05	0.06	0.05	0.05	0.06	0.05	0.05
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.11
ATTR20	0.07	0.07	0.07	0.07	0.07	0.09	0.08
ATTR21	0.08	0.08	0.08	0.08	0.08	0.09	0.09
ATTR22	0.09	0.09	0.09	0.10	0.09	0.10	0.10
ATTR23	0.07	0.07	0.07	0.07	0.07	0.08	0.08
ATTR24	0.07	0.08	0.07	0.06	0.07	0.06	0.06
ATTR25	0.07	0.07	0.05	0.04	0.06	0.05	0.05
ATTR26	0.06	0.06	0.05	0.05	0.06	0.06	0.05
ATTR27	0.06	0.07	0.07	0.06	0.07	0.06	0.06
ATTR28	0.04	0.04	0.05	0.04	0.04	0.05	0.04
ATTR29	0.06	0.05	0.06	0.06	0.06	0.07	0.06
ATTR30	0.02	0.01	0.02	0.02	0.02	0.03	0.03
ATTR31	0.07	0.07	0.08	0.10	0.07	0.07	0.09

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.95	0.79	0.96	1.06	0.95	1.12	1.03
ATTR2	0.34	0.27	0.36	0.34	0.28	0.42	0.36
ATTR3	-0.34	-0.29	-0.32	-0.24	-0.35	-0.35	-0.23
ATTR4	0.09	0.07	-0.07	-0.15	0.06	-0.11	-0.15
ATTR6	0.24	0.23	0.18	0.17	0.22	0.20	0.19
ATTR7	-0.03	-0.02	-0.05	0.00	-0.03	-0.07	-0.05
ATTR8	0.20	0.19	0.19	0.16	0.19	0.20	0.17
ATTR9	-0.44	-0.21	-0.22	-0.39	-0.34	-0.50	-0.41
ATTR10	0.11	0.15	0.10	0.12	0.16	0.11	0.14
ATTR11	-0.11	-0.12	-0.09	-0.06	-0.12	-0.05	-0.07
ATTR12	0.05	0.03	0.00	0.03	0.06	0.02	0.03
ATTR13	0.17	0.22	0.20	0.19	0.19	0.19	0.20
ATTR17	0.19	0.20	0.19	0.17	0.19	0.16	0.17
ATTR18	0.26	0.29	0.33	0.33	0.30	0.26	0.30
ATTR20	-0.05	-0.09	-0.05	-0.04	-0.06	0.03	-0.00
ATTR21	-0.13	-0.12	-0.15	-0.15	-0.15	-0.15	-0.14
ATTR22	0.27	0.29	0.25	0.25	0.29	0.24	0.24
ATTR23	-0.03	-0.08	-0.08	-0.08	-0.08	-0.05	-0.06
ATTR24	0.40	0.39	0.44	0.43	0.41	0.45	0.43
ATTR25	-0.10	-0.13	-0.26	-0.21	-0.14	-0.19	-0.19
ATTR26	0.16	0.16	0.15	0.15	0.15	0.17	0.16
ATTR27	0.14	0.19	0.20	0.13	0.15	0.08	0.09
ATTR28	-0.28	-0.29	-0.30	-0.31	-0.29	-0.25	-0.33
ATTR29	-0.07	-0.10	-0.07	-0.12	-0.09	-0.07	-0.07
ATTR30	-0.19	-0.19	-0.23	-0.22	-0.20	-0.19	-0.18
ATTR31	0.44	0.47	0.50	0.57	0.48	0.44	0.55

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.22	0.21	0.28	0.34	0.26	0.29	0.29
ATTR2	0.25	0.22	0.28	0.30	0.26	0.29	0.28
ATTR3	0.05	0.05	0.04	0.05	0.03	0.04	0.09
ATTR4	0.15	0.17	0.14	0.09	0.15	0.09	0.09
ATTR6	0.08	0.06	0.03	0.02	0.05	0.05	0.03
ATTR7	0.10	0.10	0.08	0.09	0.08	0.07	0.06
ATTR8	0.18	0.16	0.15	0.13	0.16	0.20	0.13
ATTR9	0.06	0.12	0.11	0.06	0.08	0.05	0.06
ATTR10	0.05	0.08	0.03	0.06	0.08	0.04	0.05
ATTR11	0.02	0.04	0.02	0.01	0.02	0.01	0.01
ATTR12	0.04	0.05	0.02	0.03	0.06	0.03	0.03
ATTR13	0.06	0.07	0.06	0.07	0.06	0.07	0.05
ATTR17	0.03	0.02	0.01	0.01	0.02	0.02	0.02
ATTR18	0.06	0.03	0.05	0.05	0.04	0.05	0.08
ATTR20	0.05	0.03	0.05	0.05	0.05	0.09	0.08
ATTR21	0.05	0.03	0.04	0.04	0.04	0.05	0.07
ATTR22	0.03	0.02	0.03	0.03	0.02	0.03	0.05
ATTR23	0.05	0.03	0.05	0.05	0.05	0.07	0.08
ATTR24	0.05	0.10	0.11	0.06	0.08	0.04	0.04
ATTR25	0.05	0.06	0.02	0.03	0.04	0.03	0.03
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.02	0.03	0.03	0.01	0.00	0.01	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.05	0.03	0.05	0.05	0.04	0.07	0.08
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.01	0.04	0.12	0.02	0.03	0.10

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.55	0.60	0.50	0.50	0.64	0.59
VAL19K	0.45	0.56	0.61	0.49	0.51	0.64	0.59
VAL67N	0.45	0.56	0.61	0.51	0.50	0.65	0.60
VAL76Y	0.45	0.55	0.60	0.51	0.50	0.64	0.61
VAL88M	0.45	0.56	0.61	0.50	0.50	0.64	0.59
VAL91A	0.44	0.55	0.59	0.50	0.49	0.64	0.60
VAL94B	0.44	0.55	0.59	0.51	0.49	0.64	0.60
REG16S	0.30	0.34	0.31	0.27	0.30	0.44	0.34
REG19K	0.30	0.36	0.33	0.28	0.32	0.44	0.34
REG67N	0.29	0.33	0.32	0.29	0.30	0.43	0.34
REG76Y	0.28	0.30	0.27	0.27	0.26	0.41	0.33
REG88M	0.29	0.34	0.31	0.26	0.29	0.43	0.33
REG91A	0.29	0.31	0.27	0.27	0.27	0.42	0.34
REG94B	0.28	0.31	0.27	0.28	0.27	0.41	0.34
UNI16S	0.50	0.60	0.68	0.55	0.56	0.71	0.67
UNI19K	0.50	0.62	0.71	0.53	0.57	0.71	0.64
UNI67N	0.50	0.61	0.70	0.56	0.57	0.72	0.67
UNI76Y	0.51	0.61	0.69	0.56	0.56	0.72	0.67
UNI88M	0.50	0.61	0.70	0.54	0.57	0.72	0.66
UNI91A	0.50	0.59	0.67	0.55	0.55	0.71	0.68
UNI94B	0.49	0.59	0.66	0.57	0.54	0.70	0.67

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.552	0.330	0.619
AVG OFF	0.603	0.603	0.548	0.318	0.610

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.12	0.11	0.12	0.13	0.11	0.12	0.12
ATTR2	0.11	0.11	0.11	0.11	0.11	0.11	0.11
ATTR3	0.08	0.08	0.08	0.09	0.08	0.08	0.08
ATTR4	0.09	0.09	0.09	0.09	0.10	0.09	0.08
ATTR6	0.10	0.10	0.10	0.10	0.10	0.10	0.10
ATTR7	0.09	0.09	0.09	0.09	0.09	0.09	0.09
ATTR8	0.10	0.10	0.11	0.11	0.10	0.11	0.10
ATTR9	0.07	0.08	0.08	0.07	0.08	0.07	0.07
ATTR10	0.08	0.09	0.08	0.08	0.09	0.08	0.08
ATTR11	0.08	0.08	0.08	0.07	0.08	0.08	0.07
ATTR12	0.08	0.08	0.07	0.07	0.08	0.07	0.07
ATTR13	0.07	0.07	0.07	0.07	0.07	0.07	0.07
ATTR17	0.08	0.08	0.07	0.08	0.08	0.08	0.08
ATTR18	0.11	0.11	0.10	0.11	0.11	0.11	0.11
ATTR20	0.08	0.08	0.08	0.08	0.08	0.08	0.09
ATTR21	0.09	0.09	0.09	0.09	0.09	0.09	0.10
ATTR22	0.09	0.09	0.09	0.10	0.09	0.10	0.10
ATTR23	0.08	0.08	0.08	0.08	0.08	0.08	0.08
ATTR24	0.07	0.08	0.07	0.07	0.08	0.07	0.07
ATTR25	0.07	0.07	0.07	0.07	0.08	0.07	0.07
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR27	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR28	0.05	0.05	0.06	0.06	0.05	0.06	0.05
ATTR29	0.08	0.07	0.07	0.08	0.07	0.07	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.07	0.07	0.08	0.07	0.07	0.07

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.86	0.77	0.84	0.95	0.73	0.90	0.92
ATTR2	0.28	0.25	0.31	0.34	0.20	0.31	0.32
ATTR3	-0.33	-0.28	-0.30	-0.30	-0.29	-0.32	-0.31
ATTR4	0.02	-0.01	-0.06	-0.12	0.03	-0.08	-0.11
ATTR6	0.24	0.24	0.23	0.23	0.24	0.23	0.22
ATTR7	-0.02	-0.01	-0.03	-0.03	-0.00	-0.03	-0.04
ATTR8	0.18	0.17	0.19	0.19	0.16	0.19	0.19
ATTR9	-0.37	-0.28	-0.29	-0.39	-0.25	-0.36	-0.37
ATTR10	0.15	0.19	0.16	0.16	0.22	0.17	0.17
ATTR11	-0.07	-0.06	-0.06	-0.07	-0.09	-0.06	-0.05
ATTR12	0.13	0.11	0.08	0.06	0.13	0.08	0.06
ATTR13	0.16	0.19	0.19	0.20	0.19	0.19	0.19
ATTR17	0.28	0.28	0.26	0.26	0.29	0.27	0.27
ATTR18	0.15	0.19	0.18	0.18	0.21	0.18	0.18
ATTR20	0.00	-0.02	-0.01	-0.00	-0.03	-0.01	0.01
ATTR21	-0.07	-0.07	-0.08	-0.07	-0.07	-0.06	-0.05
ATTR22	0.29	0.29	0.28	0.27	0.29	0.28	0.28
ATTR23	-0.05	-0.07	-0.05	-0.05	-0.09	-0.06	-0.07
ATTR24	0.40	0.42	0.44	0.43	0.42	0.43	0.41
ATTR25	-0.07	-0.09	-0.13	-0.10	-0.09	-0.09	-0.08
ATTR26	0.12	0.12	0.12	0.13	0.11	0.12	0.12
ATTR27	0.00	0.03	0.04	0.00	0.03	0.01	-0.00
ATTR28	-0.24	-0.24	-0.23	-0.23	-0.24	-0.22	-0.25
ATTR29	0.00	-0.02	-0.02	-0.02	-0.02	-0.02	0.01
ATTR30	-0.06	-0.05	-0.07	-0.09	-0.03	-0.07	-0.09
ATTR31	0.44	0.44	0.45	0.46	0.44	0.44	0.46

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.21	0.20	0.21	0.26	0.20	0.24	0.24
ATTR2	0.17	0.16	0.18	0.19	0.14	0.18	0.17
ATTR3	0.04	0.06	0.07	0.06	0.04	0.05	0.05
ATTR4	0.07	0.07	0.07	0.04	0.08	0.05	0.04
ATTR6	0.04	0.04	0.04	0.04	0.03	0.04	0.03
ATTR7	0.07	0.07	0.06	0.05	0.06	0.05	0.04
ATTR8	0.14	0.13	0.14	0.15	0.12	0.15	0.13
ATTR9	0.03	0.05	0.06	0.03	0.05	0.03	0.04
ATTR10	0.11	0.14	0.11	0.09	0.17	0.12	0.10
ATTR11	0.08	0.10	0.09	0.06	0.11	0.08	0.08
ATTR12	0.08	0.06	0.05	0.05	0.09	0.05	0.04
ATTR13	0.04	0.07	0.08	0.07	0.08	0.07	0.07
ATTR17	0.06	0.06	0.05	0.06	0.06	0.06	0.06
ATTR18	0.09	0.09	0.08	0.09	0.09	0.09	0.11
ATTR20	0.10	0.08	0.09	0.10	0.08	0.10	0.11
ATTR21	0.11	0.11	0.09	0.11	0.11	0.10	0.12
ATTR22	0.09	0.08	0.08	0.09	0.09	0.08	0.10
ATTR23	0.10	0.08	0.09	0.10	0.08	0.10	0.11
ATTR24	0.03	0.05	0.07	0.04	0.07	0.05	0.05
ATTR25	0.04	0.04	0.03	0.04	0.04	0.04	0.04
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.01	0.02	0.03	0.01	0.02	0.01	0.01
ATTR28	0.00	0.00	0.00	0.00	0.00	0.01	0.00
ATTR29	0.10	0.08	0.09	0.10	0.08	0.10	0.11
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.53	0.57	0.48	0.48	0.61	0.57
VAL19K	0.42	0.53	0.57	0.47	0.48	0.61	0.56
VAL67N	0.42	0.53	0.57	0.48	0.48	0.62	0.57
VAL76Y	0.42	0.53	0.57	0.48	0.47	0.61	0.57
VAL88M	0.42	0.53	0.57	0.47	0.48	0.61	0.56
VAL91A	0.42	0.53	0.57	0.48	0.48	0.61	0.57
VAL94B	0.42	0.52	0.56	0.47	0.47	0.61	0.56
REG16S	0.27	0.33	0.30	0.26	0.28	0.42	0.33
REG19K	0.27	0.34	0.31	0.26	0.29	0.42	0.33
REG67N	0.28	0.33	0.31	0.27	0.30	0.43	0.34
REG76Y	0.27	0.31	0.28	0.26	0.27	0.41	0.33
REG88M	0.26	0.34	0.31	0.25	0.29	0.41	0.32
REG91A	0.27	0.32	0.29	0.26	0.28	0.42	0.33
REG94B	0.27	0.31	0.28	0.26	0.27	0.41	0.32
UNI16S	0.46	0.54	0.62	0.51	0.50	0.65	0.61
UNI19K	0.47	0.56	0.64	0.51	0.51	0.66	0.61
UNI67N	0.47	0.56	0.64	0.52	0.52	0.67	0.62
UNI76Y	0.47	0.55	0.62	0.53	0.50	0.66	0.63
UNI88M	0.46	0.55	0.64	0.50	0.51	0.65	0.59
UNI91A	0.46	0.55	0.62	0.51	0.50	0.66	0.62
UNI94B	0.45	0.53	0.61	0.51	0.49	0.64	0.60

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.523	0.316	0.565
AVG OFF	0.603	0.603	0.521	0.311	0.560

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: CTI

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.12	0.11	0.12	0.13	0.11	0.13	0.12
ATTR2	0.11	0.11	0.12	0.12	0.11	0.12	0.11
ATTR3	0.08	0.08	0.08	0.09	0.08	0.08	0.08
ATTR4	0.09	0.09	0.09	0.09	0.10	0.09	0.08
ATTR6	0.10	0.10	0.10	0.10	0.10	0.10	0.10
ATTR7	0.09	0.09	0.09	0.09	0.09	0.09	0.09
ATTR8	0.10	0.10	0.11	0.11	0.10	0.11	0.10
ATTR9	0.07	0.08	0.08	0.07	0.08	0.07	0.07
ATTR10	0.08	0.09	0.08	0.08	0.09	0.08	0.08
ATTR11	0.08	0.08	0.08	0.07	0.08	0.07	0.07
ATTR12	0.08	0.08	0.07	0.07	0.08	0.07	0.07
ATTR13	0.06	0.07	0.07	0.07	0.07	0.07	0.07
ATTR17	0.08	0.08	0.07	0.07	0.08	0.08	0.08
ATTR18	0.10	0.10	0.10	0.11	0.10	0.11	0.11
ATTR20	0.08	0.08	0.08	0.08	0.08	0.09	0.09
ATTR21	0.09	0.09	0.09	0.09	0.09	0.09	0.10
ATTR22	0.09	0.09	0.09	0.10	0.09	0.10	0.10
ATTR23	0.08	0.08	0.08	0.08	0.08	0.08	0.08
ATTR24	0.07	0.07	0.07	0.06	0.08	0.07	0.07
ATTR25	0.07	0.07	0.07	0.06	0.07	0.07	0.07
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR27	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR28	0.06	0.06	0.06	0.06	0.05	0.06	0.06
ATTR29	0.08	0.07	0.07	0.08	0.07	0.08	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.07	0.07	0.08	0.07	0.07	0.07

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: CTI

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.87	0.77	0.87	0.97	0.76	0.95	0.94
ATTR2	0.29	0.25	0.33	0.35	0.21	0.34	0.34
ATTR3	-0.34	-0.28	-0.30	-0.30	-0.30	-0.33	-0.32
ATTR4	0.02	-0.00	-0.08	-0.12	0.04	-0.09	-0.11
ATTR6	0.24	0.24	0.23	0.23	0.24	0.23	0.22
ATTR7	-0.02	-0.01	-0.03	-0.03	-0.00	-0.04	-0.04
ATTR8	0.19	0.17	0.20	0.19	0.17	0.21	0.19
ATTR9	-0.38	-0.29	-0.30	-0.41	-0.26	-0.39	-0.37
ATTR10	0.14	0.18	0.15	0.15	0.21	0.15	0.16
ATTR11	-0.08	-0.06	-0.06	-0.07	-0.09	-0.06	-0.06
ATTR12	0.13	0.11	0.07	0.06	0.13	0.07	0.06
ATTR13	0.16	0.19	0.19	0.19	0.19	0.18	0.19
ATTR17	0.28	0.27	0.25	0.25	0.28	0.26	0.26
ATTR18	0.15	0.19	0.18	0.18	0.20	0.17	0.17
ATTR20	0.00	-0.02	-0.00	0.00	-0.02	0.00	0.02
ATTR21	-0.07	-0.07	-0.09	-0.08	-0.08	-0.07	-0.06
ATTR22	0.28	0.29	0.28	0.27	0.29	0.27	0.28
ATTR23	-0.04	-0.07	-0.04	-0.04	-0.08	-0.05	-0.06
ATTR24	0.40	0.42	0.45	0.43	0.42	0.43	0.42
ATTR25	-0.08	-0.10	-0.15	-0.11	-0.10	-0.10	-0.09
ATTR26	0.12	0.12	0.13	0.13	0.12	0.12	0.12
ATTR27	0.01	0.03	0.04	0.00	0.03	0.00	-0.00
ATTR28	-0.23	-0.24	-0.23	-0.23	-0.24	-0.21	-0.24
ATTR29	0.00	-0.02	-0.01	-0.02	-0.02	-0.02	0.01
ATTR30	-0.07	-0.05	-0.08	-0.09	-0.04	-0.08	-0.09
ATTR31	0.44	0.44	0.44	0.46	0.44	0.44	0.45

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: CTI

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.22	0.20	0.21	0.26	0.20	0.25	0.24
ATTR2	0.17	0.16	0.18	0.20	0.15	0.19	0.18
ATTR3	0.04	0.06	0.07	0.07	0.04	0.05	0.05
ATTR4	0.07	0.07	0.06	0.04	0.09	0.05	0.04
ATTR6	0.04	0.04	0.04	0.04	0.03	0.04	0.03
ATTR7	0.08	0.07	0.05	0.05	0.07	0.05	0.04
ATTR8	0.14	0.13	0.14	0.15	0.12	0.17	0.14
ATTR9	0.03	0.05	0.06	0.03	0.05	0.03	0.04
ATTR10	0.10	0.14	0.11	0.09	0.16	0.10	0.09
ATTR11	0.08	0.10	0.09	0.05	0.10	0.07	0.07
ATTR12	0.08	0.07	0.04	0.05	0.09	0.04	0.04
ATTR13	0.04	0.07	0.08	0.07	0.07	0.06	0.07
ATTR17	0.05	0.05	0.04	0.05	0.06	0.05	0.05
ATTR18	0.09	0.08	0.08	0.09	0.08	0.08	0.11
ATTR20	0.10	0.08	0.09	0.10	0.08	0.10	0.11
ATTR21	0.10	0.10	0.09	0.10	0.10	0.10	0.12
ATTR22	0.08	0.08	0.08	0.09	0.09	0.08	0.10
ATTR23	0.10	0.08	0.09	0.10	0.08	0.10	0.11
ATTR24	0.03	0.05	0.07	0.04	0.07	0.04	0.04
ATTR25	0.04	0.04	0.03	0.03	0.04	0.04	0.04
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.01	0.02	0.03	0.01	0.02	0.01	0.01
ATTR28	0.00	0.00	0.00	0.00	0.00	0.01	0.01
ATTR29	0.10	0.08	0.09	0.10	0.08	0.10	0.11
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: CTI

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.53	0.57	0.48	0.48	0.61	0.57
VAL19K	0.42	0.53	0.58	0.48	0.48	0.61	0.57
VAL67N	0.43	0.53	0.58	0.48	0.48	0.62	0.57
VAL76Y	0.42	0.53	0.57	0.48	0.48	0.62	0.58
VAL88M	0.42	0.53	0.58	0.47	0.48	0.61	0.56
VAL91A	0.42	0.53	0.57	0.48	0.48	0.61	0.57
VAL94B	0.42	0.52	0.56	0.48	0.47	0.61	0.57
REG16S	0.28	0.33	0.30	0.26	0.29	0.42	0.34
REG19K	0.27	0.34	0.31	0.26	0.30	0.42	0.33
REG67N	0.28	0.33	0.31	0.27	0.30	0.43	0.35
REG76Y	0.27	0.31	0.28	0.26	0.27	0.42	0.34
REG88M	0.27	0.34	0.31	0.25	0.29	0.42	0.32
REG91A	0.27	0.32	0.29	0.26	0.28	0.42	0.34
REG94B	0.27	0.31	0.28	0.26	0.28	0.41	0.33
UNI16S	0.46	0.55	0.63	0.52	0.50	0.66	0.62
UNI19K	0.47	0.56	0.64	0.51	0.52	0.66	0.61
UNI67N	0.47	0.56	0.64	0.52	0.52	0.67	0.62
UNI76Y	0.47	0.55	0.63	0.53	0.51	0.67	0.64
UNI88M	0.46	0.56	0.64	0.50	0.51	0.66	0.60
UNI91A	0.46	0.55	0.62	0.52	0.51	0.66	0.63
UNI94B	0.45	0.54	0.61	0.51	0.49	0.65	0.61

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: CTI

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.525	0.318	0.569
AVG OFF	0.603	0.603	0.523	0.313	0.564

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.12	0.11	0.12	0.13	0.10	0.13	0.12
ATTR2	0.11	0.10	0.11	0.12	0.10	0.11	0.11
ATTR3	0.08	0.08	0.08	0.09	0.08	0.08	0.08
ATTR4	0.10	0.09	0.09	0.08	0.10	0.08	0.08
ATTR6	0.10	0.10	0.10	0.10	0.10	0.10	0.09
ATTR7	0.09	0.09	0.09	0.09	0.09	0.09	0.08
ATTR8	0.10	0.10	0.11	0.11	0.09	0.11	0.10
ATTR9	0.07	0.08	0.08	0.07	0.08	0.07	0.07
ATTR10	0.08	0.09	0.08	0.07	0.10	0.08	0.07
ATTR11	0.08	0.09	0.08	0.07	0.09	0.07	0.07
ATTR12	0.08	0.08	0.07	0.06	0.09	0.06	0.06
ATTR13	0.06	0.07	0.07	0.07	0.08	0.07	0.07
ATTR17	0.08	0.08	0.07	0.07	0.08	0.08	0.08
ATTR18	0.11	0.11	0.11	0.11	0.11	0.11	0.12
ATTR20	0.09	0.08	0.08	0.09	0.08	0.09	0.10
ATTR21	0.10	0.09	0.09	0.10	0.09	0.10	0.11
ATTR22	0.10	0.09	0.10	0.10	0.09	0.10	0.11
ATTR23	0.08	0.08	0.08	0.08	0.07	0.08	0.09
ATTR24	0.07	0.08	0.07	0.06	0.08	0.07	0.06
ATTR25	0.08	0.08	0.07	0.06	0.08	0.07	0.07
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR27	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR28	0.05	0.05	0.06	0.06	0.05	0.06	0.05
ATTR29	0.08	0.07	0.07	0.08	0.06	0.08	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.07	0.07	0.08	0.07	0.07	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.85	0.72	0.86	1.02	0.65	0.98	0.98
ATTR2	0.25	0.19	0.32	0.37	0.12	0.34	0.34
ATTR3	-0.36	-0.28	-0.31	-0.32	-0.28	-0.34	-0.34
ATTR4	0.09	0.04	-0.09	-0.16	0.09	-0.11	-0.14
ATTR6	0.24	0.24	0.23	0.22	0.24	0.22	0.21
ATTR7	-0.01	0.00	-0.03	-0.04	0.02	-0.05	-0.06
ATTR8	0.17	0.15	0.20	0.20	0.13	0.21	0.19
ATTR9	-0.40	-0.27	-0.26	-0.44	-0.20	-0.41	-0.40
ATTR10	0.14	0.20	0.15	0.14	0.25	0.16	0.16
ATTR11	-0.08	-0.05	-0.06	-0.07	-0.10	-0.06	-0.05
ATTR12	0.16	0.12	0.06	0.05	0.17	0.06	0.04
ATTR13	0.15	0.19	0.19	0.19	0.19	0.17	0.17
ATTR17	0.29	0.28	0.25	0.24	0.29	0.27	0.27
ATTR18	0.15	0.22	0.19	0.20	0.25	0.18	0.20
ATTR20	0.02	-0.02	0.00	0.01	-0.04	0.01	0.04
ATTR21	-0.07	-0.07	-0.09	-0.09	-0.08	-0.06	-0.04
ATTR22	0.29	0.30	0.29	0.27	0.31	0.28	0.28
ATTR23	-0.05	-0.10	-0.06	-0.06	-0.12	-0.07	-0.09
ATTR24	0.38	0.40	0.45	0.42	0.41	0.41	0.38
ATTR25	-0.05	-0.07	-0.16	-0.10	-0.10	-0.07	-0.05
ATTR26	0.12	0.12	0.13	0.13	0.11	0.12	0.13
ATTR27	-0.01	0.03	0.05	-0.01	0.03	-0.01	-0.03
ATTR28	-0.25	-0.26	-0.24	-0.23	-0.25	-0.22	-0.26
ATTR29	0.02	-0.02	-0.01	-0.03	-0.03	-0.02	0.03
ATTR30	-0.06	-0.04	-0.08	-0.11	-0.01	-0.09	-0.11
ATTR31	0.44	0.44	0.45	0.47	0.44	0.44	0.46

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.20	0.18	0.21	0.29	0.18	0.26	0.25
ATTR2	0.14	0.13	0.16	0.20	0.10	0.17	0.15
ATTR3	0.03	0.05	0.07	0.06	0.03	0.03	0.03
ATTR4	0.08	0.07	0.06	0.03	0.10	0.04	0.02
ATTR6	0.04	0.03	0.03	0.03	0.01	0.03	0.02
ATTR7	0.09	0.07	0.05	0.03	0.07	0.04	0.02
ATTR8	0.13	0.12	0.13	0.15	0.10	0.17	0.13
ATTR9	0.02	0.05	0.08	0.02	0.04	0.02	0.03
ATTR10	0.11	0.17	0.11	0.07	0.21	0.10	0.08
ATTR11	0.08	0.12	0.10	0.03	0.12	0.07	0.06
ATTR12	0.11	0.07	0.04	0.04	0.13	0.04	0.03
ATTR13	0.03	0.07	0.08	0.06	0.09	0.05	0.06
ATTR17	0.05	0.05	0.04	0.05	0.06	0.07	0.06
ATTR18	0.10	0.10	0.09	0.10	0.09	0.10	0.14
ATTR20	0.11	0.08	0.09	0.10	0.06	0.10	0.12
ATTR21	0.12	0.12	0.10	0.12	0.11	0.12	0.16
ATTR22	0.10	0.09	0.10	0.13	0.10	0.10	0.14
ATTR23	0.11	0.08	0.09	0.10	0.06	0.10	0.12
ATTR24	0.02	0.05	0.08	0.02	0.08	0.04	0.03
ATTR25	0.04	0.05	0.03	0.04	0.04	0.05	0.05
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.01	0.02	0.04	0.00	0.01	0.01	0.01
ATTR28	0.00	0.00	0.00	0.00	0.00	0.02	0.00
ATTR29	0.11	0.08	0.09	0.10	0.06	0.10	0.12
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.53	0.57	0.47	0.47	0.61	0.56
VAL19K	0.42	0.53	0.57	0.47	0.48	0.61	0.56
VAL67N	0.42	0.53	0.57	0.48	0.48	0.62	0.57
VAL76Y	0.42	0.52	0.56	0.48	0.47	0.61	0.58
VAL88M	0.42	0.53	0.58	0.47	0.48	0.61	0.55
VAL91A	0.42	0.52	0.56	0.48	0.47	0.61	0.57
VAL94B	0.41	0.51	0.54	0.47	0.46	0.59	0.55
REG16S	0.27	0.32	0.30	0.25	0.28	0.42	0.33
REG19K	0.27	0.34	0.30	0.25	0.29	0.41	0.31
REG67N	0.27	0.33	0.31	0.27	0.30	0.43	0.34
REG76Y	0.27	0.30	0.26	0.26	0.26	0.41	0.33
REG88M	0.25	0.34	0.31	0.24	0.29	0.40	0.30
REG91A	0.27	0.31	0.27	0.25	0.27	0.41	0.32
REG94B	0.26	0.29	0.25	0.24	0.26	0.39	0.31
UNI16S	0.45	0.53	0.61	0.50	0.49	0.64	0.60
UNI19K	0.46	0.55	0.63	0.50	0.50	0.65	0.59
UNI67N	0.47	0.56	0.64	0.52	0.52	0.67	0.61
UNI76Y	0.46	0.53	0.61	0.53	0.49	0.66	0.63
UNI88M	0.46	0.55	0.64	0.47	0.50	0.64	0.56
UNI91A	0.45	0.53	0.60	0.51	0.49	0.64	0.61
UNI94B	0.42	0.49	0.56	0.49	0.45	0.61	0.58

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.521	0.311	0.556
AVG OFF	0.603	0.603	0.517	0.303	0.547

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.12	0.11	0.12	0.13	0.10	0.13	0.12
ATTR2	0.11	0.10	0.11	0.12	0.10	0.11	0.11
ATTR3	0.08	0.08	0.08	0.09	0.08	0.08	0.08
ATTR4	0.10	0.09	0.09	0.08	0.10	0.08	0.08
ATTR6	0.10	0.10	0.10	0.10	0.10	0.10	0.09
ATTR7	0.09	0.09	0.09	0.09	0.09	0.09	0.08
ATTR8	0.10	0.10	0.11	0.11	0.09	0.11	0.10
ATTR9	0.07	0.08	0.08	0.07	0.08	0.07	0.07
ATTR10	0.08	0.09	0.08	0.07	0.10	0.08	0.07
ATTR11	0.08	0.09	0.08	0.07	0.09	0.07	0.07
ATTR12	0.08	0.08	0.07	0.06	0.09	0.07	0.06
ATTR13	0.06	0.07	0.07	0.07	0.08	0.07	0.07
ATTR17	0.08	0.08	0.07	0.07	0.08	0.08	0.08
ATTR18	0.11	0.11	0.11	0.11	0.11	0.11	0.12
ATTR20	0.09	0.08	0.08	0.09	0.08	0.09	0.10
ATTR21	0.10	0.09	0.09	0.10	0.09	0.10	0.11
ATTR22	0.10	0.09	0.10	0.10	0.09	0.10	0.11
ATTR23	0.08	0.08	0.08	0.08	0.07	0.08	0.09
ATTR24	0.07	0.08	0.07	0.06	0.08	0.07	0.06
ATTR25	0.08	0.08	0.07	0.06	0.08	0.07	0.07
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR27	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR28	0.05	0.05	0.06	0.06	0.05	0.06	0.05
ATTR29	0.08	0.07	0.07	0.08	0.06	0.08	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.07	0.07	0.08	0.07	0.07	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.85	0.72	0.86	1.03	0.65	0.97	0.98
ATTR2	0.25	0.19	0.32	0.37	0.12	0.34	0.34
ATTR3	-0.36	-0.28	-0.31	-0.32	-0.28	-0.34	-0.34
ATTR4	0.09	0.04	-0.09	-0.16	0.09	-0.11	-0.14
ATTR6	0.24	0.24	0.23	0.22	0.24	0.22	0.21
ATTR7	-0.01	0.00	-0.03	-0.04	0.02	-0.05	-0.06
ATTR8	0.17	0.15	0.20	0.20	0.13	0.21	0.19
ATTR9	-0.40	-0.27	-0.26	-0.44	-0.20	-0.40	-0.40
ATTR10	0.14	0.20	0.15	0.14	0.25	0.16	0.16
ATTR11	-0.08	-0.05	-0.06	-0.07	-0.10	-0.06	-0.05
ATTR12	0.16	0.12	0.06	0.05	0.17	0.06	0.04
ATTR13	0.15	0.19	0.19	0.19	0.19	0.17	0.17
ATTR17	0.29	0.28	0.25	0.24	0.29	0.27	0.27
ATTR18	0.15	0.22	0.19	0.20	0.25	0.17	0.20
ATTR20	0.02	-0.02	0.00	0.01	-0.03	0.01	0.04
ATTR21	-0.07	-0.07	-0.09	-0.09	-0.08	-0.06	-0.04
ATTR22	0.29	0.30	0.29	0.27	0.31	0.28	0.28
ATTR23	-0.05	-0.10	-0.06	-0.06	-0.12	-0.07	-0.09
ATTR24	0.38	0.40	0.45	0.42	0.41	0.41	0.38
ATTR25	-0.05	-0.07	-0.16	-0.10	-0.10	-0.07	-0.05
ATTR26	0.12	0.12	0.13	0.13	0.11	0.12	0.13
ATTR27	-0.01	0.03	0.05	-0.01	0.03	-0.01	-0.03
ATTR28	-0.25	-0.26	-0.24	-0.23	-0.25	-0.22	-0.26
ATTR29	0.02	-0.02	-0.01	-0.03	-0.03	-0.02	0.03
ATTR30	-0.06	-0.04	-0.08	-0.11	-0.01	-0.09	-0.11
ATTR31	0.44	0.44	0.45	0.47	0.44	0.44	0.46

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.20	0.18	0.21	0.29	0.18	0.26	0.25
ATTR2	0.14	0.13	0.16	0.20	0.10	0.17	0.15
ATTR3	0.03	0.04	0.07	0.06	0.03	0.04	0.03
ATTR4	0.08	0.07	0.06	0.02	0.10	0.04	0.02
ATTR6	0.04	0.03	0.03	0.03	0.01	0.03	0.02
ATTR7	0.09	0.07	0.05	0.03	0.07	0.04	0.02
ATTR8	0.13	0.12	0.13	0.15	0.10	0.17	0.13
ATTR9	0.02	0.05	0.08	0.02	0.04	0.02	0.03
ATTR10	0.11	0.17	0.11	0.07	0.21	0.10	0.08
ATTR11	0.08	0.12	0.10	0.03	0.12	0.08	0.06
ATTR12	0.11	0.07	0.04	0.04	0.13	0.04	0.03
ATTR13	0.03	0.07	0.08	0.06	0.09	0.05	0.06
ATTR17	0.05	0.05	0.04	0.05	0.06	0.06	0.06
ATTR18	0.10	0.10	0.09	0.10	0.09	0.10	0.14
ATTR20	0.11	0.08	0.09	0.10	0.06	0.10	0.12
ATTR21	0.12	0.12	0.10	0.12	0.11	0.12	0.16
ATTR22	0.10	0.09	0.10	0.13	0.10	0.10	0.14
ATTR23	0.11	0.08	0.09	0.10	0.06	0.10	0.12
ATTR24	0.02	0.05	0.08	0.02	0.08	0.04	0.03
ATTR25	0.04	0.05	0.03	0.04	0.04	0.05	0.05
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.01	0.02	0.04	0.00	0.01	0.01	0.01
ATTR28	0.00	0.00	0.00	0.00	0.00	0.02	0.00
ATTR29	0.11	0.08	0.09	0.10	0.06	0.10	0.12
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.53	0.57	0.47	0.47	0.61	0.56
VAL19K	0.42	0.53	0.57	0.47	0.48	0.61	0.56
VAL67N	0.42	0.53	0.57	0.48	0.48	0.62	0.57
VAL76Y	0.42	0.52	0.56	0.48	0.47	0.61	0.58
VAL88M	0.42	0.53	0.58	0.47	0.48	0.61	0.55
VAL91A	0.42	0.52	0.56	0.48	0.47	0.61	0.57
VAL94B	0.41	0.51	0.55	0.47	0.46	0.59	0.55
REG16S	0.27	0.32	0.30	0.25	0.28	0.42	0.33
REG19K	0.27	0.33	0.30	0.25	0.29	0.41	0.31
REG67N	0.27	0.33	0.31	0.27	0.30	0.43	0.34
REG76Y	0.27	0.30	0.26	0.26	0.26	0.41	0.33
REG88M	0.25	0.34	0.31	0.24	0.29	0.40	0.30
REG91A	0.27	0.31	0.27	0.25	0.27	0.41	0.32
REG94B	0.26	0.29	0.25	0.24	0.26	0.40	0.31
UNI16S	0.45	0.53	0.61	0.50	0.49	0.64	0.60
UNI19K	0.46	0.55	0.63	0.50	0.50	0.65	0.59
UNI67N	0.47	0.56	0.64	0.52	0.52	0.67	0.61
UNI76Y	0.46	0.53	0.61	0.53	0.49	0.66	0.63
UNI88M	0.46	0.55	0.64	0.47	0.50	0.64	0.56
UNI91A	0.45	0.53	0.61	0.51	0.49	0.64	0.61
UNI94B	0.42	0.49	0.56	0.49	0.46	0.61	0.58

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.521	0.311	0.556
AVG OFF	0.603	0.603	0.517	0.303	0.547

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.11	0.11	0.11	0.12	0.10	0.12	0.11
ATTR2	0.11	0.11	0.12	0.12	0.11	0.12	0.11
ATTR3	0.08	0.08	0.09	0.09	0.08	0.08	0.09
ATTR4	0.11	0.10	0.10	0.10	0.10	0.10	0.09
ATTR6	0.10	0.10	0.10	0.10	0.10	0.10	0.10
ATTR7	0.09	0.09	0.09	0.10	0.09	0.09	0.09
ATTR8	0.09	0.09	0.10	0.10	0.09	0.10	0.09
ATTR9	0.09	0.09	0.09	0.08	0.09	0.08	0.09
ATTR10	0.09	0.09	0.09	0.09	0.10	0.09	0.09
ATTR11	0.09	0.09	0.08	0.08	0.09	0.08	0.08
ATTR12	0.08	0.08	0.07	0.07	0.09	0.07	0.07
ATTR13	0.08	0.09	0.09	0.09	0.09	0.08	0.09
ATTR17	0.07	0.07	0.07	0.07	0.08	0.07	0.08
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.11
ATTR20	0.07	0.07	0.07	0.07	0.07	0.08	0.08
ATTR21	0.09	0.09	0.09	0.09	0.09	0.09	0.10
ATTR22	0.09	0.09	0.09	0.09	0.09	0.09	0.10
ATTR23	0.07	0.07	0.07	0.07	0.07	0.07	0.08
ATTR24	0.08	0.08	0.08	0.08	0.09	0.08	0.08
ATTR25	0.08	0.08	0.07	0.07	0.08	0.07	0.08
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR27	0.07	0.07	0.07	0.06	0.06	0.06	0.06
ATTR28	0.04	0.04	0.05	0.05	0.04	0.05	0.04
ATTR29	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR30	0.03	0.02	0.03	0.03	0.02	0.03	0.03
ATTR31	0.06	0.06	0.07	0.07	0.06	0.07	0.07

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.69	0.65	0.69	0.81	0.62	0.82	0.72
ATTR2	0.21	0.21	0.26	0.27	0.17	0.29	0.24
ATTR3	-0.26	-0.24	-0.24	-0.22	-0.25	-0.27	-0.20
ATTR4	0.09	0.04	-0.01	-0.05	0.08	-0.04	-0.04
ATTR6	0.24	0.24	0.23	0.23	0.25	0.24	0.24
ATTR7	-0.00	0.00	-0.00	0.01	0.01	-0.02	-0.00
ATTR8	0.14	0.14	0.15	0.14	0.13	0.15	0.14
ATTR9	-0.21	-0.14	-0.14	-0.30	-0.13	-0.29	-0.22
ATTR10	0.18	0.19	0.18	0.19	0.23	0.19	0.21
ATTR11	-0.09	-0.09	-0.09	-0.06	-0.11	-0.07	-0.08
ATTR12	0.10	0.08	0.07	0.07	0.12	0.06	0.06
ATTR13	0.22	0.24	0.24	0.24	0.23	0.23	0.25
ATTR17	0.25	0.25	0.24	0.24	0.26	0.24	0.25
ATTR18	0.26	0.27	0.27	0.26	0.26	0.26	0.26
ATTR20	-0.07	-0.07	-0.07	-0.06	-0.08	-0.05	-0.05
ATTR21	-0.08	-0.08	-0.08	-0.09	-0.07	-0.08	-0.05
ATTR22	0.30	0.30	0.29	0.29	0.31	0.29	0.29
ATTR23	-0.08	-0.09	-0.09	-0.08	-0.10	-0.08	-0.10
ATTR24	0.39	0.39	0.42	0.42	0.40	0.42	0.39
ATTR25	-0.11	-0.13	-0.16	-0.13	-0.10	-0.12	-0.10
ATTR26	0.15	0.15	0.14	0.14	0.13	0.15	0.14
ATTR27	0.13	0.15	0.15	0.10	0.11	0.08	0.08
ATTR28	-0.29	-0.30	-0.30	-0.29	-0.30	-0.27	-0.32
ATTR29	-0.06	-0.06	-0.06	-0.08	-0.05	-0.07	-0.06
ATTR30	-0.10	-0.11	-0.12	-0.12	-0.09	-0.12	-0.09
ATTR31	0.45	0.45	0.47	0.48	0.45	0.45	0.50

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.18	0.18	0.21	0.24	0.16	0.22	0.18
ATTR2	0.19	0.19	0.21	0.22	0.17	0.24	0.20
ATTR3	0.06	0.05	0.05	0.06	0.04	0.05	0.08
ATTR4	0.15	0.14	0.14	0.09	0.15	0.11	0.12
ATTR6	0.04	0.03	0.03	0.04	0.03	0.04	0.04
ATTR7	0.07	0.07	0.07	0.08	0.07	0.06	0.06
ATTR8	0.08	0.08	0.08	0.07	0.06	0.11	0.07
ATTR9	0.09	0.12	0.12	0.07	0.13	0.09	0.09
ATTR10	0.11	0.12	0.10	0.11	0.15	0.10	0.11
ATTR11	0.08	0.09	0.07	0.07	0.08	0.06	0.07
ATTR12	0.10	0.08	0.07	0.09	0.11	0.07	0.08
ATTR13	0.05	0.07	0.06	0.06	0.05	0.04	0.05
ATTR17	0.04	0.03	0.03	0.04	0.04	0.04	0.04
ATTR18	0.07	0.06	0.07	0.07	0.07	0.07	0.09
ATTR20	0.07	0.07	0.07	0.08	0.07	0.08	0.09
ATTR21	0.05	0.05	0.05	0.06	0.06	0.06	0.07
ATTR22	0.02	0.02	0.02	0.02	0.02	0.02	0.03
ATTR23	0.07	0.07	0.07	0.08	0.07	0.08	0.09
ATTR24	0.08	0.11	0.12	0.06	0.12	0.08	0.09
ATTR25	0.05	0.05	0.03	0.05	0.06	0.05	0.06
ATTR26	0.01	0.01	0.01	0.00	0.00	0.01	0.01
ATTR27	0.04	0.06	0.07	0.03	0.03	0.03	0.03
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.07	0.06	0.07	0.08	0.06	0.08	0.08
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.01	0.01	0.02	0.04	0.02	0.02	0.06

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.43	0.54	0.59	0.48	0.49	0.62	0.57
VAL19K	0.43	0.54	0.59	0.48	0.49	0.62	0.56
VAL67N	0.43	0.55	0.59	0.48	0.49	0.63	0.57
VAL76Y	0.43	0.54	0.59	0.48	0.49	0.63	0.57
VAL88M	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL91A	0.43	0.54	0.59	0.48	0.49	0.62	0.57
VAL94B	0.43	0.54	0.58	0.48	0.48	0.62	0.56
REG16S	0.29	0.36	0.33	0.26	0.31	0.43	0.32
REG19K	0.28	0.36	0.33	0.26	0.32	0.43	0.32
REG67N	0.28	0.36	0.33	0.27	0.32	0.43	0.33
REG76Y	0.29	0.34	0.30	0.27	0.30	0.42	0.32
REG88M	0.27	0.36	0.33	0.25	0.31	0.42	0.31
REG91A	0.28	0.34	0.31	0.26	0.30	0.42	0.32
REG94B	0.28	0.34	0.30	0.26	0.30	0.41	0.32
UNI16S	0.49	0.60	0.69	0.52	0.55	0.69	0.62
UNI19K	0.48	0.60	0.69	0.51	0.55	0.69	0.60
UNI67N	0.48	0.60	0.69	0.53	0.55	0.69	0.62
UNI76Y	0.49	0.59	0.68	0.53	0.54	0.69	0.63
UNI88M	0.47	0.59	0.69	0.50	0.55	0.68	0.59
UNI91A	0.48	0.59	0.68	0.53	0.55	0.69	0.63
UNI94B	0.47	0.58	0.66	0.52	0.53	0.68	0.61

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.533	0.329	0.594
AVG OFF	0.603	0.603	0.531	0.323	0.589

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: CTI

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.11	0.11	0.11	0.12	0.10	0.12	0.11
ATTR2	0.11	0.11	0.12	0.12	0.11	0.12	0.11
ATTR3	0.08	0.08	0.09	0.09	0.08	0.08	0.09
ATTR4	0.10	0.10	0.10	0.10	0.10	0.09	0.09
ATTR6	0.10	0.10	0.10	0.10	0.10	0.10	0.10
ATTR7	0.09	0.09	0.09	0.10	0.09	0.09	0.09
ATTR8	0.10	0.09	0.10	0.10	0.09	0.10	0.10
ATTR9	0.09	0.09	0.10	0.08	0.09	0.08	0.09
ATTR10	0.09	0.09	0.09	0.09	0.10	0.09	0.09
ATTR11	0.09	0.09	0.08	0.08	0.09	0.08	0.08
ATTR12	0.08	0.08	0.07	0.07	0.08	0.07	0.07
ATTR13	0.08	0.09	0.09	0.09	0.09	0.08	0.09
ATTR17	0.07	0.07	0.07	0.07	0.07	0.07	0.07
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.11
ATTR20	0.07	0.07	0.07	0.08	0.07	0.08	0.08
ATTR21	0.09	0.09	0.09	0.09	0.09	0.09	0.10
ATTR22	0.09	0.09	0.09	0.09	0.09	0.10	0.10
ATTR23	0.07	0.07	0.07	0.07	0.07	0.08	0.08
ATTR24	0.08	0.08	0.08	0.07	0.09	0.07	0.08
ATTR25	0.08	0.08	0.07	0.07	0.08	0.07	0.07
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR27	0.07	0.07	0.07	0.06	0.06	0.06	0.06
ATTR28	0.05	0.05	0.05	0.05	0.04	0.05	0.04
ATTR29	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR30	0.03	0.02	0.03	0.03	0.02	0.03	0.03
ATTR31	0.06	0.06	0.07	0.07	0.06	0.07	0.07

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: CTI

ATTRNO	REG16S	REG19K	REG57N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.70	0.66	0.70	0.82	0.64	0.85	0.74
ATTR2	0.22	0.22	0.27	0.28	0.18	0.32	0.25
ATTR3	-0.26	-0.24	-0.24	-0.23	-0.25	-0.28	-0.21
ATTR4	0.08	0.04	-0.03	-0.06	0.08	-0.06	-0.05
ATTR6	0.24	0.24	0.23	0.23	0.24	0.23	0.23
ATTR7	-0.00	0.00	-0.01	0.01	0.01	-0.02	-0.01
ATTR8	0.15	0.14	0.15	0.14	0.13	0.16	0.14
ATTR9	-0.23	-0.16	-0.13	-0.31	-0.16	-0.32	-0.22
ATTR10	0.17	0.19	0.17	0.19	0.22	0.18	0.20
ATTR11	-0.08	-0.08	-0.08	-0.06	-0.10	-0.07	-0.08
ATTR12	0.10	0.08	0.06	0.06	0.11	0.06	0.05
ATTR13	0.22	0.24	0.24	0.24	0.23	0.23	0.25
ATTR17	0.25	0.25	0.23	0.23	0.25	0.24	0.25
ATTR18	0.26	0.27	0.28	0.26	0.27	0.26	0.26
ATTR20	-0.06	-0.07	-0.07	-0.05	-0.07	-0.04	-0.05
ATTR21	-0.09	-0.09	-0.09	-0.09	-0.08	-0.09	-0.06
ATTR22	0.29	0.30	0.29	0.29	0.31	0.28	0.28
ATTR23	-0.08	-0.09	-0.09	-0.08	-0.09	-0.08	-0.10
ATTR24	0.39	0.39	0.42	0.42	0.39	0.42	0.40
ATTR25	-0.11	-0.13	-0.18	-0.13	-0.10	-0.12	-0.11
ATTR26	0.15	0.15	0.15	0.15	0.14	0.16	0.15
ATTR27	0.13	0.15	0.15	0.10	0.11	0.08	0.08
ATTR28	-0.29	-0.29	-0.29	-0.29	-0.29	-0.26	-0.31
ATTR29	-0.06	-0.07	-0.06	-0.08	-0.06	-0.07	-0.06
ATTR30	-0.10	-0.11	-0.13	-0.12	-0.09	-0.12	-0.10
ATTR31	0.45	0.45	0.47	0.48	0.45	0.45	0.50

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: CTI

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.19	0.18	0.22	0.24	0.17	0.23	0.19
ATTR2	0.20	0.20	0.21	0.22	0.18	0.25	0.21
ATTR3	0.06	0.05	0.05	0.06	0.05	0.05	0.08
ATTR4	0.15	0.14	0.14	0.09	0.14	0.11	0.12
ATTR6	0.04	0.03	0.03	0.04	0.03	0.04	0.04
ATTR7	0.07	0.07	0.07	0.08	0.06	0.06	0.06
ATTR8	0.08	0.09	0.09	0.07	0.07	0.12	0.07
ATTR9	0.09	0.12	0.12	0.07	0.12	0.08	0.09
ATTR10	0.11	0.12	0.09	0.11	0.15	0.09	0.10
ATTR11	0.08	0.09	0.06	0.07	0.09	0.05	0.07
ATTR12	0.09	0.08	0.06	0.08	0.11	0.07	0.08
ATTR13	0.05	0.07	0.06	0.06	0.06	0.04	0.05
ATTR17	0.03	0.03	0.03	0.03	0.04	0.04	0.04
ATTR18	0.07	0.06	0.07	0.07	0.07	0.07	0.09
ATTR20	0.07	0.06	0.07	0.08	0.07	0.09	0.09
ATTR21	0.05	0.05	0.05	0.06	0.05	0.06	0.07
ATTR22	0.02	0.02	0.02	0.02	0.02	0.02	0.03
ATTR23	0.07	0.06	0.07	0.08	0.07	0.09	0.09
ATTR24	0.08	0.10	0.12	0.06	0.11	0.07	0.09
ATTR25	0.05	0.05	0.03	0.05	0.06	0.04	0.06
ATTR26	0.01	0.01	0.00	0.01	0.00	0.01	0.01
ATTR27	0.04	0.06	0.07	0.03	0.03	0.03	0.03
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.06	0.06	0.07	0.08	0.06	0.08	0.08
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.01	0.01	0.02	0.03	0.02	0.02	0.06

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: CTI

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.43	0.54	0.59	0.48	0.49	0.63	0.57
VAL19K	0.43	0.55	0.59	0.48	0.49	0.63	0.57
VAL67N	0.44	0.55	0.59	0.48	0.49	0.63	0.57
VAL76Y	0.43	0.54	0.59	0.48	0.49	0.63	0.57
VAL88M	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL91A	0.43	0.54	0.59	0.48	0.49	0.62	0.57
VAL94B	0.43	0.54	0.58	0.48	0.48	0.62	0.56
REG16S	0.29	0.36	0.33	0.26	0.31	0.43	0.33
REG19K	0.28	0.36	0.33	0.27	0.32	0.43	0.32
REG67N	0.28	0.36	0.33	0.28	0.32	0.43	0.33
REG76Y	0.29	0.34	0.30	0.27	0.30	0.42	0.33
REG88M	0.28	0.36	0.33	0.26	0.31	0.42	0.31
REG91A	0.29	0.34	0.30	0.26	0.29	0.42	0.33
REG94B	0.28	0.34	0.30	0.26	0.30	0.42	0.32
UNI16S	0.49	0.60	0.69	0.52	0.55	0.69	0.62
UNI19K	0.48	0.60	0.69	0.52	0.55	0.69	0.61
UNI67N	0.48	0.60	0.69	0.53	0.56	0.69	0.62
UNI76Y	0.49	0.59	0.68	0.53	0.54	0.69	0.63
UNI88M	0.48	0.60	0.69	0.50	0.55	0.68	0.59
UNI91A	0.49	0.59	0.68	0.53	0.55	0.69	0.64
UNI94B	0.47	0.58	0.66	0.52	0.54	0.68	0.61

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: CTI

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.534	0.329	0.596
AVG OFF	0.603	0.603	0.532	0.324	0.591

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.11	0.10	0.11	0.12	0.10	0.12	0.11
ATTR2	0.11	0.11	0.12	0.12	0.10	0.12	0.11
ATTR3	0.08	0.08	0.08	0.09	0.07	0.08	0.09
ATTR4	0.11	0.10	0.10	0.09	0.11	0.09	0.09
ATTR6	0.10	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.09	0.09	0.09	0.10	0.09	0.09	0.09
ATTR8	0.09	0.09	0.09	0.10	0.09	0.10	0.09
ATTR9	0.09	0.10	0.10	0.08	0.10	0.08	0.08
ATTR10	0.09	0.09	0.09	0.09	0.10	0.09	0.09
ATTR11	0.09	0.09	0.08	0.08	0.09	0.08	0.08
ATTR12	0.08	0.08	0.07	0.07	0.09	0.07	0.07
ATTR13	0.08	0.09	0.09	0.09	0.09	0.08	0.09
ATTR17	0.08	0.07	0.07	0.07	0.08	0.07	0.08
ATTR18	0.10	0.11	0.11	0.11	0.10	0.11	0.12
ATTR20	0.07	0.07	0.07	0.08	0.07	0.08	0.08
ATTR21	0.09	0.09	0.09	0.09	0.09	0.10	0.10
ATTR22	0.09	0.09	0.09	0.10	0.09	0.10	0.10
ATTR23	0.07	0.07	0.07	0.07	0.07	0.08	0.08
ATTR24	0.08	0.09	0.09	0.07	0.10	0.07	0.08
ATTR25	0.08	0.08	0.07	0.07	0.09	0.07	0.08
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR27	0.07	0.07	0.07	0.06	0.06	0.06	0.06
ATTR28	0.04	0.04	0.05	0.05	0.04	0.05	0.04
ATTR29	0.06	0.06	0.06	0.06	0.05	0.06	0.06
ATTR30	0.03	0.02	0.02	0.03	0.02	0.03	0.03
ATTR31	0.06	0.06	0.07	0.08	0.06	0.07	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.67	0.60	0.66	0.87	0.54	0.91	0.71
ATTR2	0.19	0.19	0.27	0.28	0.11	0.35	0.23
ATTR3	-0.28	-0.24	-0.25	-0.21	-0.25	-0.32	-0.17
ATTR4	0.13	0.05	-0.05	-0.11	0.11	-0.10	-0.09
ATTR6	0.25	0.25	0.22	0.22	0.25	0.23	0.23
ATTR7	0.00	0.00	-0.01	0.02	0.02	-0.04	-0.01
ATTR8	0.14	0.14	0.15	0.13	0.12	0.17	0.14
ATTR9	-0.22	-0.10	-0.04	-0.34	-0.06	-0.36	-0.20
ATTR10	0.18	0.21	0.17	0.19	0.26	0.18	0.22
ATTR11	-0.10	-0.10	-0.09	-0.05	-0.14	-0.06	-0.07
ATTR12	0.12	0.08	0.05	0.06	0.14	0.05	0.04
ATTR13	0.21	0.24	0.25	0.24	0.23	0.23	0.25
ATTR17	0.26	0.25	0.23	0.23	0.26	0.24	0.26
ATTR18	0.25	0.28	0.28	0.26	0.27	0.27	0.26
ATTR20	-0.07	-0.07	-0.07	-0.05	-0.09	-0.03	-0.04
ATTR21	-0.08	-0.08	-0.09	-0.09	-0.07	-0.08	-0.02
ATTR22	0.30	0.30	0.29	0.29	0.32	0.28	0.28
ATTR23	-0.09	-0.10	-0.09	-0.08	-0.11	-0.09	-0.12
ATTR24	0.37	0.38	0.43	0.43	0.40	0.41	0.38
ATTR25	-0.08	-0.11	-0.20	-0.13	-0.09	-0.10	-0.08
ATTR26	0.14	0.15	0.13	0.14	0.11	0.16	0.14
ATTR27	0.12	0.15	0.16	0.08	0.11	0.04	0.05
ATTR28	-0.29	-0.30	-0.30	-0.30	-0.29	-0.23	-0.34
ATTR29	-0.05	-0.06	-0.04	-0.08	-0.04	-0.07	-0.06
ATTR30	-0.10	-0.10	-0.13	-0.13	-0.08	-0.12	-0.07
ATTR31	0.44	0.44	0.47	0.50	0.43	0.44	0.53

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.17	0.16	0.21	0.27	0.12	0.23	0.16
ATTR2	0.18	0.18	0.20	0.22	0.14	0.28	0.19
ATTR3	0.06	0.05	0.04	0.05	0.03	0.03	0.10
ATTR4	0.16	0.15	0.14	0.07	0.16	0.09	0.11
ATTR6	0.04	0.03	0.02	0.03	0.03	0.03	0.04
ATTR7	0.08	0.06	0.05	0.08	0.06	0.03	0.03
ATTR8	0.08	0.08	0.09	0.05	0.04	0.15	0.05
ATTR9	0.08	0.14	0.15	0.05	0.16	0.07	0.09
ATTR10	0.11	0.13	0.09	0.12	0.20	0.09	0.10
ATTR11	0.08	0.09	0.06	0.07	0.09	0.04	0.07
ATTR12	0.12	0.08	0.05	0.10	0.14	0.07	0.07
ATTR13	0.04	0.06	0.06	0.06	0.05	0.03	0.04
ATTR17	0.04	0.04	0.03	0.04	0.05	0.05	0.06
ATTR18	0.07	0.07	0.07	0.08	0.07	0.08	0.11
ATTR20	0.07	0.06	0.08	0.09	0.06	0.09	0.10
ATTR21	0.06	0.06	0.06	0.06	0.06	0.07	0.10
ATTR22	0.02	0.02	0.02	0.02	0.02	0.03	0.04
ATTR23	0.07	0.06	0.08	0.09	0.06	0.09	0.10
ATTR24	0.08	0.12	0.15	0.04	0.15	0.07	0.09
ATTR25	0.06	0.06	0.02	0.05	0.07	0.06	0.08
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.03	0.06	0.08	0.02	0.02	0.02	0.02
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.07	0.06	0.07	0.09	0.06	0.09	0.09
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.02	0.07	0.01	0.02	0.11

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL19K	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL67N	0.43	0.55	0.59	0.48	0.49	0.63	0.57
VAL76Y	0.43	0.54	0.59	0.49	0.49	0.63	0.58
VAL88M	0.43	0.54	0.59	0.47	0.49	0.62	0.55
VAL91A	0.43	0.53	0.58	0.48	0.48	0.62	0.57
VAL94B	0.42	0.53	0.57	0.47	0.48	0.61	0.56
REG16S	0.28	0.36	0.33	0.26	0.31	0.43	0.32
REG19K	0.28	0.36	0.34	0.26	0.32	0.42	0.31
REG67N	0.28	0.36	0.34	0.28	0.33	0.43	0.33
REG76Y	0.28	0.33	0.29	0.26	0.28	0.42	0.32
REG88M	0.26	0.36	0.33	0.24	0.31	0.41	0.29
REG91A	0.28	0.32	0.29	0.25	0.28	0.42	0.32
REG94B	0.27	0.33	0.28	0.26	0.29	0.40	0.31
UNI16S	0.48	0.59	0.69	0.52	0.55	0.69	0.61
UNI19K	0.48	0.60	0.69	0.50	0.55	0.68	0.59
UNI67N	0.47	0.60	0.69	0.52	0.55	0.68	0.61
UNI76Y	0.48	0.58	0.66	0.53	0.53	0.68	0.62
UNI88M	0.45	0.58	0.68	0.47	0.54	0.65	0.55
UNI91A	0.48	0.58	0.66	0.53	0.54	0.68	0.63
UNI94B	0.45	0.56	0.63	0.51	0.51	0.65	0.59

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY x CTI

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.531	0.327	0.588
AVG OFF	0.603	0.603	0.528	0.316	0.578

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.11	0.10	0.11	0.12	0.10	0.12	0.11
ATTR2	0.11	0.11	0.12	0.12	0.10	0.12	0.11
ATTR3	0.08	0.08	0.08	0.09	0.07	0.08	0.09
ATTR4	0.11	0.10	0.10	0.09	0.11	0.09	0.09
ATTR6	0.10	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.09	0.09	0.09	0.10	0.09	0.09	0.09
ATTR8	0.09	0.09	0.09	0.10	0.09	0.10	0.09
ATTR9	0.09	0.10	0.10	0.08	0.10	0.08	0.08
ATTR10	0.09	0.09	0.09	0.09	0.10	0.09	0.09
ATTR11	0.09	0.09	0.08	0.08	0.09	0.08	0.08
ATTR12	0.09	0.08	0.07	0.07	0.09	0.07	0.07
ATTR13	0.08	0.09	0.09	0.09	0.09	0.08	0.09
ATTR17	0.08	0.07	0.07	0.07	0.08	0.07	0.08
ATTR18	0.10	0.11	0.11	0.11	0.10	0.11	0.12
ATTR20	0.07	0.07	0.07	0.08	0.07	0.08	0.08
ATTR21	0.09	0.09	0.09	0.09	0.09	0.10	0.10
ATTR22	0.09	0.09	0.09	0.10	0.09	0.10	0.10
ATTR23	0.07	0.07	0.07	0.07	0.07	0.08	0.08
ATTR24	0.08	0.09	0.09	0.07	0.10	0.07	0.08
ATTR25	0.08	0.08	0.07	0.07	0.09	0.07	0.08
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR27	0.07	0.07	0.07	0.06	0.06	0.06	0.06
ATTR28	0.04	0.04	0.05	0.05	0.04	0.05	0.04
ATTR29	0.06	0.06	0.06	0.06	0.05	0.06	0.06
ATTR30	0.03	0.02	0.02	0.03	0.02	0.03	0.03
ATTR31	0.06	0.06	0.07	0.08	0.06	0.07	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.67	0.61	0.66	0.87	0.54	0.91	0.71
ATTR2	0.19	0.19	0.27	0.28	0.10	0.35	0.23
ATTR3	-0.28	-0.24	-0.25	-0.21	-0.25	-0.32	-0.17
ATTR4	0.13	0.05	-0.05	-0.11	0.11	-0.11	-0.09
ATTR6	0.25	0.25	0.22	0.22	0.25	0.23	0.23
ATTR7	0.00	0.00	-0.01	0.02	0.02	-0.04	-0.01
ATTR8	0.14	0.14	0.15	0.13	0.12	0.17	0.14
ATTR9	-0.22	-0.10	-0.04	-0.35	-0.06	-0.36	-0.20
ATTR10	0.18	0.20	0.17	0.20	0.26	0.18	0.22
ATTR11	-0.10	-0.10	-0.09	-0.05	-0.14	-0.06	-0.07
ATTR12	0.12	0.08	0.05	0.06	0.14	0.05	0.04
ATTR13	0.21	0.24	0.25	0.24	0.23	0.23	0.25
ATTR17	0.26	0.25	0.24	0.23	0.26	0.24	0.26
ATTR18	0.25	0.28	0.28	0.26	0.27	0.27	0.26
ATTR20	-0.07	-0.07	-0.07	-0.05	-0.10	-0.02	-0.04
ATTR21	-0.08	-0.08	-0.09	-0.09	-0.07	-0.08	-0.02
ATTR22	0.30	0.30	0.29	0.29	0.32	0.28	0.28
ATTR23	-0.09	-0.10	-0.09	-0.08	-0.11	-0.09	-0.12
ATTR24	0.37	0.38	0.43	0.43	0.40	0.41	0.38
ATTR25	-0.08	-0.11	-0.20	-0.13	-0.09	-0.10	-0.08
ATTR26	0.14	0.15	0.13	0.14	0.11	0.16	0.14
ATTR27	0.12	0.15	0.16	0.08	0.11	0.04	0.05
ATTR28	-0.29	-0.30	-0.30	-0.30	-0.29	-0.23	-0.34
ATTR29	-0.05	-0.06	-0.04	-0.08	-0.04	-0.07	-0.06
ATTR30	-0.10	-0.11	-0.13	-0.13	-0.08	-0.12	-0.07
ATTR31	0.44	0.44	0.47	0.50	0.43	0.44	0.53

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.17	0.16	0.21	0.28	0.12	0.24	0.16
ATTR2	0.18	0.18	0.20	0.22	0.14	0.28	0.19
ATTR3	0.06	0.05	0.04	0.05	0.03	0.03	0.10
ATTR4	0.16	0.15	0.14	0.07	0.16	0.09	0.11
ATTR6	0.04	0.03	0.02	0.03	0.03	0.03	0.04
ATTR7	0.08	0.06	0.05	0.08	0.06	0.03	0.03
ATTR8	0.08	0.08	0.09	0.05	0.04	0.15	0.05
ATTR9	0.08	0.14	0.15	0.04	0.16	0.07	0.09
ATTR10	0.11	0.13	0.09	0.12	0.20	0.09	0.10
ATTR11	0.08	0.09	0.06	0.07	0.09	0.04	0.07
ATTR12	0.12	0.08	0.05	0.10	0.14	0.07	0.07
ATTR13	0.04	0.06	0.06	0.06	0.05	0.02	0.04
ATTR17	0.04	0.04	0.03	0.04	0.05	0.05	0.06
ATTR18	0.07	0.07	0.07	0.08	0.07	0.08	0.11
ATTR20	0.07	0.06	0.08	0.10	0.06	0.09	0.10
ATTR21	0.06	0.06	0.06	0.06	0.06	0.07	0.10
ATTR22	0.02	0.02	0.02	0.02	0.02	0.03	0.04
ATTR23	0.07	0.06	0.08	0.10	0.06	0.09	0.10
ATTR24	0.08	0.12	0.14	0.04	0.16	0.07	0.09
ATTR25	0.06	0.06	0.03	0.05	0.07	0.06	0.08
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.03	0.06	0.08	0.02	0.02	0.01	0.02
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.07	0.06	0.07	0.09	0.05	0.09	0.09
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.02	0.07	0.01	0.02	0.11

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL19K	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL67N	0.43	0.55	0.59	0.48	0.49	0.63	0.57
VAL76Y	0.43	0.54	0.59	0.49	0.49	0.63	0.58
VAL88M	0.43	0.54	0.59	0.46	0.49	0.62	0.55
VAL91A	0.43	0.53	0.58	0.48	0.48	0.62	0.57
VAL94B	0.42	0.53	0.57	0.47	0.48	0.61	0.56
REG16S	0.28	0.36	0.33	0.26	0.31	0.43	0.32
REG19K	0.28	0.36	0.34	0.26	0.32	0.42	0.31
REG67N	0.28	0.36	0.34	0.28	0.33	0.43	0.33
REG76Y	0.28	0.33	0.29	0.26	0.28	0.42	0.32
REG88M	0.26	0.36	0.33	0.24	0.31	0.41	0.29
REG91A	0.28	0.32	0.29	0.25	0.28	0.42	0.31
REG94B	0.27	0.33	0.29	0.26	0.29	0.40	0.31
UNI16S	0.48	0.59	0.69	0.52	0.55	0.69	0.61
UNI19K	0.48	0.60	0.69	0.50	0.55	0.68	0.59
UNI67N	0.47	0.60	0.69	0.52	0.55	0.68	0.61
UNI76Y	0.48	0.58	0.66	0.53	0.53	0.68	0.62
UNI88M	0.45	0.58	0.68	0.47	0.54	0.65	0.54
UNI91A	0.48	0.58	0.66	0.53	0.54	0.68	0.64
UNI94B	0.46	0.56	0.63	0.51	0.51	0.65	0.59

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRITICALITY WEIGHTS: FREQUENCY x CTI\_A

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.531	0.327	0.588
AVG OFF	0.603	0.603	0.528	0.316	0.577

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

ATTRNO VAL16S VAL19K VAL67N VAL76Y VAL88M VAL91A VAL94B

ATTR1	0.13	0.12	0.15	0.15	0.12	0.15	0.16
ATTR2	0.13	0.12	0.14	0.12	0.12	0.13	0.13
ATTR3	0.09	0.09	0.10	0.10	0.08	0.09	0.11
ATTR4	0.11	0.12	0.10	0.09	0.11	0.09	0.08
ATTR6	0.11	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.10	0.10	0.10	0.11	0.10	0.10	0.09
ATTR8	0.11	0.11	0.11	0.11	0.11	0.12	0.11
ATTR9	0.08	0.10	0.11	0.08	0.09	0.07	0.08
ATTR10	0.07	0.09	0.07	0.08	0.09	0.07	0.07
ATTR11	0.07	0.08	0.06	0.07	0.08	0.07	0.06
ATTR12	0.07	0.07	0.05	0.06	0.07	0.06	0.05
ATTR13	0.07	0.08	0.07	0.08	0.08	0.07	0.07
ATTR17	0.05	0.06	0.04	0.05	0.06	0.05	0.05
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.12
ATTR20	0.07	0.06	0.07	0.07	0.07	0.09	0.08
ATTR21	0.08	0.08	0.08	0.08	0.08	0.09	0.09
ATTR22	0.09	0.08	0.09	0.11	0.09	0.10	0.10
ATTR23	0.07	0.06	0.07	0.06	0.06	0.08	0.08
ATTR24	0.07	0.08	0.07	0.07	0.08	0.06	0.06
ATTR25	0.07	0.08	0.04	0.04	0.07	0.05	0.04
ATTR26	0.06	0.06	0.05	0.05	0.06	0.06	0.05
ATTR27	0.07	0.07	0.08	0.06	0.07	0.06	0.06
ATTR28	0.04	0.04	0.05	0.04	0.04	0.05	0.04
ATTR29	0.06	0.04	0.06	0.05	0.05	0.06	0.07
ATTR30	0.02	0.01	0.02	0.02	0.01	0.03	0.03
ATTR31	0.06	0.06	0.08	0.11	0.07	0.07	0.11

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.96	0.69	0.99	1.02	0.86	1.12	1.09
ATTR2	0.33	0.21	0.37	0.26	0.20	0.40	0.35
ATTR3	-0.36	-0.29	-0.33	-0.22	-0.36	-0.38	-0.18
ATTR4	0.12	0.15	-0.08	-0.17	0.11	-0.07	-0.23
ATTR6	0.25	0.25	0.14	0.15	0.22	0.22	0.15
ATTR7	-0.03	0.01	-0.07	0.04	-0.01	-0.06	-0.07
ATTR8	0.20	0.20	0.19	0.14	0.18	0.21	0.17
ATTR9	-0.48	-0.15	-0.15	-0.33	-0.26	-0.51	-0.36
ATTR10	0.08	0.16	0.09	0.15	0.22	0.10	0.12
ATTR11	-0.10	-0.14	-0.11	-0.04	-0.14	-0.06	-0.07
ATTR12	0.06	0.04	-0.03	0.05	0.07	0.05	-0.00
ATTR13	0.17	0.22	0.19	0.21	0.21	0.19	0.18
ATTR17	0.19	0.21	0.18	0.17	0.20	0.17	0.16
ATTR18	0.26	0.31	0.35	0.37	0.32	0.25	0.33
ATTR20	-0.05	-0.11	-0.07	-0.05	-0.08	0.03	0.01
ATTR21	-0.14	-0.12	-0.16	-0.15	-0.14	-0.14	-0.14
ATTR22	0.27	0.29	0.23	0.27	0.31	0.25	0.21
ATTR23	-0.03	-0.10	-0.10	-0.11	-0.11	-0.05	-0.07
ATTR24	0.38	0.35	0.42	0.41	0.36	0.43	0.43
ATTR25	-0.08	-0.09	-0.32	-0.23	-0.11	-0.16	-0.26
ATTR26	0.16	0.15	0.15	0.14	0.16	0.18	0.17
ATTR27	0.15	0.21	0.27	0.14	0.17	0.08	0.12
ATTR28	-0.27	-0.27	-0.29	-0.33	-0.27	-0.24	-0.37
ATTR29	-0.09	-0.14	-0.08	-0.14	-0.12	-0.07	-0.08
ATTR30	-0.19	-0.17	-0.27	-0.23	-0.20	-0.20	-0.19
ATTR31	0.43	0.45	0.51	0.62	0.48	0.44	0.59

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.21	0.18	0.32	0.38	0.21	0.28	0.35
ATTR2	0.25	0.20	0.30	0.29	0.24	0.28	0.28
ATTR3	0.05	0.03	0.04	0.05	0.00	0.03	0.12
ATTR4	0.17	0.21	0.15	0.07	0.17	0.11	0.06
ATTR6	0.09	0.08	0.00	0.00	0.03	0.08	0.00
ATTR7	0.11	0.12	0.07	0.09	0.08	0.09	0.00
ATTR8	0.18	0.16	0.13	0.05	0.18	0.19	0.06
ATTR9	0.05	0.13	0.13	0.07	0.09	0.04	0.06
ATTR10	0.04	0.09	0.02	0.11	0.13	0.04	0.00
ATTR11	0.03	0.05	0.02	0.03	0.04	0.02	0.00
ATTR12	0.04	0.05	0.00	0.07	0.09	0.04	0.00
ATTR13	0.06	0.07	0.05	0.11	0.07	0.08	0.00
ATTR17	0.04	0.03	0.00	0.00	0.03	0.03	0.00
ATTR18	0.05	0.02	0.02	0.03	0.03	0.04	0.07
ATTR20	0.04	0.00	0.04	0.03	0.03	0.08	0.13
ATTR21	0.05	0.02	0.02	0.03	0.03	0.04	0.07
ATTR22	0.03	0.00	0.02	0.03	0.00	0.02	0.07
ATTR23	0.04	0.00	0.04	0.03	0.03	0.06	0.13
ATTR24	0.05	0.11	0.13	0.07	0.09	0.04	0.06
ATTR25	0.05	0.06	0.00	0.03	0.07	0.05	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.01	0.01	0.04	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.04	0.00	0.04	0.03	0.03	0.06	0.13
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.05	0.20	0.00	0.03	0.19

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.55	0.60	0.50	0.50	0.64	0.60
VAL19K	0.45	0.56	0.62	0.49	0.51	0.65	0.58
VAL67N	0.45	0.56	0.61	0.52	0.51	0.65	0.61
VAL76Y	0.45	0.55	0.60	0.51	0.50	0.64	0.60
VAL88M	0.45	0.56	0.61	0.49	0.51	0.64	0.58
VAL91A	0.44	0.55	0.59	0.50	0.50	0.64	0.60
VAL94B	0.44	0.54	0.58	0.51	0.49	0.63	0.60
REG16S	0.30	0.34	0.30	0.27	0.29	0.44	0.34
REG19K	0.29	0.37	0.34	0.27	0.33	0.44	0.33
REG67N	0.28	0.32	0.33	0.29	0.30	0.42	0.34
REG76Y	0.26	0.28	0.26	0.26	0.25	0.39	0.30
REG88M	0.28	0.34	0.32	0.25	0.30	0.42	0.31
REG91A	0.29	0.31	0.27	0.26	0.27	0.42	0.33
REG94B	0.26	0.28	0.25	0.28	0.25	0.39	0.33
UNI16S	0.50	0.60	0.68	0.54	0.56	0.71	0.67
UNI19K	0.49	0.62	0.71	0.51	0.57	0.70	0.62
UNI67N	0.50	0.62	0.72	0.56	0.58	0.73	0.67
UNI76Y	0.51	0.61	0.70	0.55	0.55	0.71	0.65
UNI88M	0.49	0.61	0.70	0.51	0.56	0.70	0.62
UNI91A	0.50	0.60	0.67	0.55	0.55	0.71	0.67
UNI94B	0.45	0.54	0.61	0.56	0.49	0.66	0.65

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.555	0.331	0.616
AVG OFF	0.603	0.603	0.549	0.311	0.600

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.14	0.12	0.15	0.15	0.12	0.16	0.15
ATTR2	0.13	0.13	0.14	0.13	0.12	0.14	0.13
ATTR3	0.09	0.09	0.10	0.10	0.08	0.09	0.10
ATTR4	0.11	0.11	0.10	0.09	0.11	0.09	0.09
ATTR6	0.11	0.10	0.09	0.09	0.10	0.10	0.10
ATTR7	0.10	0.10	0.09	0.11	0.10	0.09	0.09
ATTR8	0.11	0.11	0.11	0.11	0.11	0.12	0.11
ATTR9	0.08	0.10	0.10	0.09	0.09	0.07	0.09
ATTR10	0.07	0.08	0.07	0.08	0.09	0.06	0.07
ATTR11	0.07	0.08	0.06	0.07	0.08	0.06	0.06
ATTR12	0.06	0.07	0.05	0.06	0.07	0.05	0.05
ATTR13	0.07	0.08	0.07	0.08	0.08	0.07	0.08
ATTR17	0.05	0.05	0.05	0.05	0.06	0.04	0.05
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.12
ATTR20	0.08	0.06	0.08	0.07	0.07	0.09	0.08
ATTR21	0.08	0.08	0.08	0.08	0.08	0.09	0.09
ATTR22	0.09	0.09	0.10	0.10	0.09	0.10	0.10
ATTR23	0.08	0.06	0.07	0.06	0.07	0.08	0.08
ATTR24	0.06	0.08	0.07	0.07	0.08	0.05	0.07
ATTR25	0.07	0.07	0.04	0.04	0.07	0.04	0.04
ATTR26	0.06	0.06	0.05	0.05	0.06	0.06	0.06
ATTR27	0.06	0.07	0.07	0.07	0.07	0.06	0.06
ATTR28	0.04	0.04	0.05	0.04	0.04	0.05	0.04
ATTR29	0.07	0.05	0.07	0.05	0.05	0.07	0.06
ATTR30	0.02	0.01	0.02	0.02	0.01	0.03	0.03
ATTR31	0.06	0.06	0.09	0.10	0.07	0.08	0.10

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	1.02	0.77	1.04	1.02	0.87	1.25	1.07
ATTR2	0.37	0.26	0.41	0.27	0.23	0.46	0.35
ATTR3	-0.38	-0.32	-0.35	-0.24	-0.35	-0.39	-0.27
ATTR4	0.11	0.12	-0.12	-0.16	0.15	-0.15	-0.15
ATTR6	0.24	0.24	0.15	0.15	0.23	0.18	0.16
ATTR7	-0.05	-0.01	-0.06	0.02	-0.03	-0.10	-0.09
ATTR8	0.20	0.20	0.19	0.15	0.19	0.21	0.19
ATTR9	-0.52	-0.21	-0.23	-0.29	-0.33	-0.60	-0.32
ATTR10	0.09	0.14	0.11	0.14	0.19	0.08	0.13
ATTR11	-0.11	-0.13	-0.11	-0.06	-0.15	-0.04	-0.08
ATTR12	0.06	0.03	-0.01	0.03	0.07	0.02	-0.01
ATTR13	0.16	0.22	0.19	0.22	0.19	0.17	0.21
ATTR17	0.18	0.20	0.18	0.17	0.20	0.13	0.18
ATTR18	0.23	0.31	0.31	0.37	0.31	0.24	0.34
ATTR20	-0.03	-0.09	-0.03	-0.05	-0.06	0.07	0.02
ATTR21	-0.13	-0.13	-0.15	-0.16	-0.15	-0.15	-0.16
ATTR22	0.25	0.28	0.23	0.26	0.30	0.21	0.23
ATTR23	-0.01	-0.08	-0.07	-0.11	-0.09	-0.04	-0.09
ATTR24	0.39	0.36	0.43	0.43	0.36	0.47	0.42
ATTR25	-0.08	-0.10	-0.29	-0.25	-0.09	-0.22	-0.24
ATTR26	0.16	0.15	0.14	0.14	0.15	0.19	0.17
ATTR27	0.12	0.18	0.19	0.16	0.16	0.06	0.11
ATTR28	-0.27	-0.27	-0.31	-0.32	-0.28	-0.22	-0.33
ATTR29	-0.05	-0.11	-0.02	-0.13	-0.09	-0.05	-0.07
ATTR30	-0.20	-0.19	-0.26	-0.24	-0.24	-0.20	-0.21
ATTR31	0.42	0.46	0.51	0.60	0.47	0.41	0.57

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.22	0.19	0.31	0.36	0.22	0.33	0.33
ATTR2	0.24	0.21	0.29	0.31	0.24	0.32	0.32
ATTR3	0.05	0.04	0.03	0.04	0.03	0.04	0.08
ATTR4	0.15	0.19	0.11	0.09	0.16	0.06	0.10
ATTR6	0.09	0.06	0.00	0.00	0.05	0.06	0.00
ATTR7	0.09	0.11	0.07	0.07	0.09	0.06	0.00
ATTR8	0.20	0.16	0.15	0.06	0.17	0.22	0.10
ATTR9	0.04	0.12	0.11	0.09	0.07	0.02	0.10
ATTR10	0.04	0.08	0.02	0.09	0.10	0.02	0.00
ATTR11	0.02	0.05	0.01	0.02	0.03	0.00	0.00
ATTR12	0.03	0.04	0.00	0.06	0.07	0.02	0.00
ATTR13	0.05	0.08	0.04	0.12	0.06	0.06	0.04
ATTR17	0.03	0.02	0.00	0.00	0.03	0.00	0.00
ATTR18	0.07	0.02	0.06	0.03	0.05	0.04	0.06
ATTR20	0.06	0.02	0.08	0.05	0.05	0.11	0.11
ATTR21	0.07	0.02	0.06	0.03	0.05	0.04	0.06
ATTR22	0.04	0.01	0.05	0.03	0.02	0.04	0.06
ATTR23	0.06	0.02	0.08	0.05	0.05	0.08	0.11
ATTR24	0.04	0.10	0.10	0.09	0.07	0.02	0.10
ATTR25	0.04	0.06	0.00	0.02	0.05	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.01	0.01	0.03	0.02	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.06	0.02	0.08	0.05	0.05	0.08	0.11
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.05	0.16	0.00	0.04	0.14

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.44	0.55	0.60	0.50	0.50	0.64	0.60
VAL19K	0.45	0.56	0.61	0.49	0.51	0.65	0.59
VAL67N	0.45	0.55	0.60	0.51	0.50	0.64	0.60
VAL76Y	0.45	0.55	0.60	0.51	0.50	0.64	0.60
VAL88M	0.44	0.56	0.61	0.49	0.50	0.64	0.58
VAL91A	0.44	0.54	0.59	0.51	0.49	0.64	0.61
VAL94B	0.44	0.54	0.59	0.50	0.49	0.63	0.60
REG16S	0.30	0.34	0.30	0.27	0.29	0.44	0.34
REG19K	0.30	0.37	0.34	0.28	0.33	0.45	0.34
REG67N	0.28	0.31	0.31	0.29	0.29	0.41	0.34
REG76Y	0.27	0.29	0.27	0.27	0.26	0.39	0.31
REG88M	0.29	0.35	0.32	0.26	0.30	0.43	0.32
REG91A	0.28	0.28	0.25	0.26	0.24	0.40	0.33
REG94B	0.27	0.29	0.27	0.27	0.26	0.40	0.33
UNI16S	0.49	0.59	0.66	0.55	0.54	0.70	0.67
UNI19K	0.50	0.62	0.71	0.52	0.57	0.71	0.64
UNI67N	0.49	0.60	0.69	0.57	0.56	0.71	0.67
UNI76Y	0.50	0.61	0.70	0.55	0.56	0.71	0.65
UNI88M	0.50	0.60	0.69	0.53	0.56	0.71	0.65
UNI91A	0.49	0.57	0.65	0.56	0.53	0.70	0.70
UNI94B	0.48	0.58	0.66	0.57	0.53	0.69	0.67

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.551	0.325	0.611
AVG OFF	0.603	0.603	0.548	0.311	0.604

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO VAL16S VAL19K VAL67N VAL76Y VAL88M VAL91A VAL94B

ATTR1	0.13	0.12	0.16	0.15	0.12	0.16	0.15
ATTR2	0.13	0.12	0.14	0.13	0.12	0.14	0.13
ATTR3	0.09	0.09	0.10	0.11	0.08	0.09	0.11
ATTR4	0.11	0.11	0.10	0.09	0.11	0.09	0.09
ATTR6	0.11	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.10	0.10	0.09	0.11	0.10	0.09	0.09
ATTR8	0.11	0.11	0.11	0.11	0.11	0.12	0.11
ATTR9	0.08	0.10	0.10	0.09	0.09	0.07	0.09
ATTR10	0.07	0.09	0.06	0.08	0.09	0.07	0.07
ATTR11	0.07	0.08	0.06	0.07	0.08	0.07	0.06
ATTR12	0.07	0.07	0.05	0.06	0.07	0.05	0.05
ATTR13	0.07	0.08	0.07	0.08	0.08	0.07	0.08
ATTR17	0.05	0.06	0.05	0.05	0.06	0.04	0.05
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.12
ATTR20	0.07	0.06	0.07	0.07	0.07	0.09	0.08
ATTR21	0.08	0.08	0.08	0.08	0.08	0.09	0.09
ATTR22	0.09	0.09	0.10	0.10	0.09	0.10	0.10
ATTR23	0.07	0.06	0.07	0.06	0.06	0.08	0.07
ATTR24	0.06	0.08	0.07	0.07	0.08	0.05	0.06
ATTR25	0.07	0.07	0.04	0.04	0.07	0.04	0.04
ATTR26	0.06	0.06	0.05	0.05	0.06	0.06	0.05
ATTR27	0.06	0.07	0.08	0.06	0.07	0.06	0.06
ATTR28	0.04	0.04	0.05	0.04	0.04	0.05	0.04
ATTR29	0.06	0.05	0.06	0.05	0.05	0.07	0.06
ATTR30	0.02	0.01	0.02	0.02	0.01	0.03	0.03
ATTR31	0.06	0.06	0.09	0.11	0.07	0.07	0.10

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.98	0.74	1.03	1.04	0.86	1.23	1.04
ATTR2	0.34	0.24	0.39	0.28	0.20	0.46	0.33
ATTR3	-0.37	-0.31	-0.36	-0.21	-0.35	-0.39	-0.19
ATTR4	0.12	0.12	-0.12	-0.19	0.14	-0.15	-0.20
ATTR6	0.25	0.25	0.15	0.15	0.23	0.19	0.17
ATTR7	-0.03	-0.00	-0.06	0.04	-0.01	-0.10	-0.08
ATTR8	0.20	0.20	0.19	0.14	0.18	0.22	0.19
ATTR9	-0.50	-0.19	-0.18	-0.33	-0.28	-0.59	-0.31
ATTR10	0.09	0.15	0.10	0.13	0.20	0.09	0.14
ATTR11	-0.12	-0.13	-0.11	-0.05	-0.15	-0.03	-0.07
ATTR12	0.06	0.04	-0.01	0.03	0.08	0.01	-0.01
ATTR13	0.16	0.22	0.19	0.21	0.20	0.18	0.21
ATTR17	0.18	0.20	0.18	0.17	0.20	0.13	0.17
ATTR18	0.24	0.31	0.34	0.37	0.32	0.26	0.33
ATTR20	-0.04	-0.10	-0.05	-0.05	-0.08	0.08	0.02
ATTR21	-0.13	-0.13	-0.16	-0.15	-0.15	-0.16	-0.14
ATTR22	0.26	0.29	0.23	0.25	0.31	0.21	0.21
ATTR23	-0.02	-0.09	-0.09	-0.11	-0.10	-0.05	-0.09
ATTR24	0.39	0.36	0.43	0.42	0.38	0.47	0.42
ATTR25	-0.08	-0.10	-0.31	-0.24	-0.12	-0.22	-0.25
ATTR26	0.16	0.15	0.14	0.14	0.15	0.19	0.17
ATTR27	0.13	0.19	0.21	0.15	0.18	0.06	0.11
ATTR28	-0.27	-0.27	-0.29	-0.32	-0.28	-0.21	-0.35
ATTR29	-0.07	-0.11	-0.05	-0.15	-0.11	-0.06	-0.10
ATTR30	-0.19	-0.19	-0.27	-0.24	-0.20	-0.19	-0.17
ATTR31	0.43	0.46	0.51	0.62	0.47	0.40	0.60

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.21	0.19	0.32	0.39	0.23	0.32	0.33
ATTR2	0.24	0.21	0.30	0.31	0.25	0.33	0.30
ATTR3	0.05	0.03	0.03	0.05	0.02	0.03	0.14
ATTR4	0.16	0.20	0.13	0.08	0.17	0.06	0.08
ATTR6	0.10	0.07	0.00	0.00	0.04	0.05	0.00
ATTR7	0.10	0.11	0.07	0.09	0.08	0.05	0.00
ATTR8	0.19	0.16	0.14	0.07	0.15	0.23	0.08
ATTR9	0.05	0.13	0.12	0.08	0.09	0.02	0.08
ATTR10	0.04	0.09	0.01	0.09	0.11	0.02	0.00
ATTR11	0.02	0.05	0.01	0.02	0.02	0.00	0.00
ATTR12	0.04	0.05	0.00	0.05	0.08	0.02	0.00
ATTR13	0.05	0.07	0.04	0.10	0.05	0.07	0.03
ATTR17	0.03	0.02	0.00	0.00	0.02	0.00	0.00
ATTR18	0.06	0.02	0.05	0.02	0.04	0.04	0.06
ATTR20	0.05	0.01	0.06	0.04	0.04	0.11	0.10
ATTR21	0.06	0.02	0.05	0.02	0.04	0.04	0.06
ATTR22	0.04	0.01	0.04	0.02	0.02	0.04	0.06
ATTR23	0.05	0.01	0.06	0.04	0.04	0.08	0.10
ATTR24	0.05	0.11	0.11	0.08	0.09	0.02	0.08
ATTR25	0.05	0.06	0.00	0.02	0.05	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.01	0.01	0.03	0.02	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.05	0.01	0.06	0.04	0.04	0.08	0.10
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.05	0.20	0.00	0.03	0.20

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.55	0.60	0.50	0.50	0.64	0.60
VAL19K	0.45	0.56	0.61	0.49	0.51	0.65	0.59
VAL67N	0.45	0.56	0.61	0.51	0.50	0.65	0.61
VAL76Y	0.45	0.55	0.60	0.51	0.50	0.65	0.61
VAL88M	0.45	0.56	0.61	0.49	0.51	0.64	0.58
VAL91A	0.44	0.54	0.59	0.51	0.49	0.64	0.61
VAL94B	0.44	0.54	0.59	0.51	0.49	0.63	0.60
REG16S	0.30	0.34	0.30	0.27	0.29	0.44	0.34
REG19K	0.30	0.37	0.34	0.27	0.33	0.44	0.34
REG67N	0.27	0.31	0.31	0.29	0.29	0.41	0.34
REG76Y	0.27	0.28	0.26	0.27	0.25	0.39	0.31
REG88M	0.29	0.35	0.32	0.26	0.30	0.42	0.31
REG91A	0.28	0.28	0.25	0.25	0.25	0.41	0.33
REG94B	0.26	0.29	0.26	0.27	0.25	0.39	0.33
UNI16S	0.49	0.59	0.67	0.54	0.55	0.71	0.67
UNI19K	0.49	0.62	0.71	0.52	0.57	0.71	0.63
UNI67N	0.50	0.61	0.70	0.57	0.57	0.72	0.67
UNI76Y	0.50	0.61	0.69	0.56	0.55	0.71	0.65
UNI88M	0.50	0.61	0.71	0.53	0.57	0.71	0.64
UNI91A	0.49	0.57	0.65	0.56	0.54	0.70	0.69
UNI94B	0.48	0.57	0.64	0.57	0.52	0.68	0.67

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.553	0.328	0.616
AVG OFF	0.603	0.603	0.548	0.309	0.604

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.13	0.12	0.16	0.15	0.12	0.16	0.15
ATTR2	0.13	0.12	0.14	0.13	0.12	0.14	0.13
ATTR3	0.09	0.09	0.10	0.11	0.08	0.09	0.10
ATTR4	0.11	0.11	0.10	0.09	0.11	0.09	0.09
ATTR6	0.11	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.10	0.10	0.09	0.11	0.10	0.09	0.09
ATTR8	0.11	0.11	0.11	0.11	0.11	0.12	0.11
ATTR9	0.08	0.10	0.10	0.09	0.09	0.07	0.09
ATTR10	0.07	0.08	0.06	0.08	0.09	0.07	0.07
ATTR11	0.07	0.08	0.06	0.07	0.08	0.07	0.06
ATTR12	0.07	0.07	0.05	0.06	0.07	0.05	0.05
ATTR13	0.07	0.08	0.07	0.08	0.08	0.07	0.08
ATTR17	0.05	0.06	0.05	0.05	0.06	0.04	0.05
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.12
ATTR20	0.07	0.06	0.07	0.07	0.07	0.09	0.08
ATTR21	0.08	0.08	0.08	0.08	0.08	0.09	0.09
ATTR22	0.09	0.09	0.10	0.10	0.09	0.10	0.10
ATTR23	0.07	0.06	0.07	0.06	0.06	0.08	0.07
ATTR24	0.06	0.08	0.07	0.07	0.08	0.05	0.06
ATTR25	0.07	0.07	0.04	0.04	0.07	0.04	0.04
ATTR26	0.06	0.06	0.05	0.05	0.06	0.06	0.05
ATTR27	0.06	0.07	0.08	0.06	0.07	0.06	0.06
ATTR28	0.04	0.04	0.05	0.04	0.04	0.05	0.04
ATTR29	0.06	0.05	0.06	0.05	0.05	0.07	0.06
ATTR30	0.02	0.01	0.02	0.02	0.01	0.03	0.03
ATTR31	0.06	0.06	0.09	0.11	0.07	0.07	0.10

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.98	0.75	1.03	1.04	0.86	1.23	1.05
ATTR2	0.34	0.24	0.39	0.28	0.20	0.46	0.34
ATTR3	-0.37	-0.31	-0.36	-0.21	-0.35	-0.39	-0.21
ATTR4	0.12	0.12	-0.12	-0.19	0.14	-0.15	-0.19
ATTR6	0.25	0.24	0.15	0.15	0.23	0.18	0.16
ATTR7	-0.03	-0.01	-0.06	0.04	-0.01	-0.10	-0.08
ATTR8	0.20	0.20	0.19	0.14	0.18	0.22	0.19
ATTR9	-0.50	-0.19	-0.18	-0.33	-0.28	-0.59	-0.32
ATTR10	0.09	0.15	0.10	0.13	0.20	0.09	0.14
ATTR11	-0.12	-0.13	-0.11	-0.05	-0.15	-0.03	-0.07
ATTR12	0.06	0.03	-0.01	0.03	0.08	0.01	-0.01
ATTR13	0.16	0.22	0.19	0.21	0.20	0.18	0.21
ATTR17	0.18	0.20	0.18	0.17	0.20	0.13	0.17
ATTR18	0.24	0.31	0.34	0.37	0.32	0.26	0.33
ATTR20	-0.04	-0.10	-0.05	-0.05	-0.08	0.08	0.02
ATTR21	-0.13	-0.13	-0.16	-0.15	-0.15	-0.16	-0.14
ATTR22	0.26	0.29	0.23	0.25	0.31	0.21	0.22
ATTR23	-0.02	-0.09	-0.08	-0.11	-0.10	-0.05	-0.09
ATTR24	0.39	0.36	0.43	0.42	0.38	0.47	0.42
ATTR25	-0.08	-0.10	-0.31	-0.24	-0.12	-0.22	-0.25
ATTR26	0.16	0.15	0.14	0.14	0.15	0.19	0.17
ATTR27	0.13	0.19	0.21	0.15	0.18	0.06	0.11
ATTR28	-0.27	-0.27	-0.29	-0.32	-0.28	-0.21	0.35
ATTR29	-0.07	-0.11	-0.04	-0.15	-0.11	-0.06	-0.09
ATTR30	-0.19	-0.19	-0.27	-0.24	-0.20	-0.19	-0.17
ATTR31	0.43	0.46	0.51	0.62	0.47	0.40	0.59

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.21	0.19	0.32	0.39	0.23	0.32	0.33
ATTR2	0.24	0.21	0.30	0.31	0.24	0.32	0.30
ATTR3	0.05	0.04	0.03	0.05	0.02	0.03	0.13
ATTR4	0.16	0.20	0.12	0.08	0.17	0.06	0.08
ATTR6	0.10	0.07	0.00	0.00	0.04	0.05	0.00
ATTR7	0.10	0.11	0.07	0.09	0.08	0.05	0.00
ATTR8	0.19	0.16	0.14	0.07	0.15	0.23	0.09
ATTR9	0.05	0.13	0.12	0.08	0.09	0.02	0.08
ATTR10	0.04	0.09	0.01	0.09	0.11	0.02	0.00
ATTR11	0.02	0.05	0.01	0.02	0.02	0.00	0.00
ATTR12	0.04	0.05	0.00	0.05	0.08	0.02	0.00
ATTR13	0.05	0.07	0.04	0.10	0.05	0.06	0.03
ATTR17	0.03	0.02	0.00	0.00	0.02	0.00	0.00
ATTR18	0.06	0.02	0.05	0.02	0.04	0.04	0.06
ATTR20	0.05	0.02	0.07	0.04	0.04	0.11	0.11
ATTR21	0.06	0.02	0.05	0.02	0.04	0.04	0.06
ATTR22	0.04	0.01	0.04	0.02	0.02	0.04	0.06
ATTR23	0.05	0.02	0.07	0.04	0.04	0.08	0.11
ATTR24	0.05	0.10	0.11	0.08	0.09	0.02	0.08
ATTR25	0.05	0.06	0.00	0.02	0.05	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.01	0.01	0.03	0.02	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.05	0.02	0.07	0.04	0.04	0.08	0.11
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.05	0.20	0.00	0.03	0.19

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.55	0.60	0.50	0.50	0.64	0.60
VAL19K	0.45	0.56	0.61	0.49	0.51	0.65	0.59
VAL67N	0.45	0.56	0.61	0.51	0.50	0.65	0.61
VAL76Y	0.45	0.55	0.60	0.51	0.50	0.65	0.61
VAL88M	0.45	0.56	0.61	0.49	0.51	0.64	0.58
VAL91A	0.44	0.54	0.59	0.51	0.49	0.64	0.61
VAL94B	0.44	0.54	0.59	0.51	0.49	0.63	0.60
REG16S	0.30	0.34	0.30	0.27	0.29	0.44	0.34
REG19K	0.30	0.37	0.34	0.27	0.33	0.44	0.34
REG67N	0.28	0.31	0.31	0.29	0.29	0.41	0.34
REG76Y	0.27	0.28	0.26	0.27	0.25	0.39	0.31
REG88M	0.29	0.35	0.32	0.26	0.30	0.43	0.31
REG91A	0.28	0.28	0.25	0.25	0.25	0.41	0.33
REG94B	0.26	0.29	0.26	0.27	0.25	0.39	0.33
UNI16S	0.49	0.59	0.67	0.54	0.55	0.71	0.67
UNI19K	0.49	0.62	0.71	0.52	0.57	0.71	0.63
UNI67N	0.50	0.61	0.70	0.57	0.57	0.72	0.67
UNI76Y	0.50	0.61	0.69	0.56	0.55	0.71	0.65
UNI88M	0.50	0.61	0.71	0.53	0.57	0.71	0.64
UNI91A	0.49	0.58	0.65	0.56	0.54	0.70	0.69
UNI94B	0.48	0.57	0.64	0.57	0.52	0.68	0.67

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.553	0.328	0.616
AVG OFF	0.603	0.603	0.548	0.310	0.604

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.12	0.10	0.12	0.13	0.09	0.12	0.11
ATTR2	0.10	0.10	0.11	0.12	0.09	0.10	0.09
ATTR3	0.07	0.07	0.08	0.08	0.07	0.07	0.07
ATTR4	0.09	0.10	0.08	0.08	0.10	0.08	0.06
ATTR6	0.10	0.09	0.09	0.10	0.10	0.09	0.09
ATTR7	0.09	0.09	0.08	0.09	0.10	0.08	0.07
ATTR8	0.10	0.09	0.10	0.11	0.08	0.10	0.09
ATTR9	0.07	0.08	0.08	0.07	0.08	0.07	0.06
ATTR10	0.08	0.10	0.08	0.07	0.11	0.08	0.07
ATTR11	0.07	0.09	0.08	0.06	0.10	0.08	0.06
ATTR12	0.08	0.09	0.07	0.06	0.10	0.06	0.05
ATTR13	0.06	0.08	0.07	0.07	0.09	0.07	0.06
ATTR17	0.09	0.09	0.08	0.09	0.09	0.09	0.12
ATTR18	0.11	0.11	0.11	0.12	0.11	0.12	0.14
ATTR20	0.09	0.08	0.09	0.09	0.07	0.09	0.11
ATTR21	0.10	0.10	0.10	0.10	0.09	0.11	0.13
ATTR22	0.10	0.09	0.10	0.11	0.09	0.10	0.12
ATTR23	0.09	0.07	0.08	0.08	0.06	0.08	0.09
ATTR24	0.06	0.08	0.08	0.06	0.09	0.07	0.06
ATTR25	0.08	0.09	0.07	0.07	0.09	0.08	0.10
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.07
ATTR27	0.05	0.06	0.06	0.06	0.07	0.06	0.05
ATTR28	0.05	0.05	0.05	0.06	0.05	0.05	0.04
ATTR29	0.08	0.06	0.08	0.07	0.05	0.08	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.06	0.07	0.09	0.07	0.07	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.90	0.64	0.86	1.01	0.45	0.98	0.93
ATTR2	0.22	0.11	0.30	0.38	0.00	0.30	0.32
ATTR3	-0.40	-0.30	-0.33	-0.32	-0.21	-0.37	-0.31
ATTR4	0.10	0.11	-0.15	-0.18	0.17	-0.10	-0.16
ATTR6	0.23	0.24	0.22	0.22	0.24	0.21	0.19
ATTR7	-0.02	0.02	-0.05	-0.04	0.06	-0.07	-0.10
ATTR8	0.18	0.12	0.19	0.18	0.07	0.19	0.16
ATTR9	-0.44	-0.22	-0.20	-0.40	-0.10	-0.40	-0.40
ATTR10	0.13	0.23	0.20	0.16	0.31	0.17	0.18
ATTR11	-0.08	-0.04	-0.07	-0.08	-0.12	-0.03	-0.07
ATTR12	0.16	0.15	0.06	0.04	0.20	0.05	0.02
ATTR13	0.14	0.20	0.20	0.18	0.21	0.18	0.13
ATTR17	0.30	0.32	0.27	0.29	0.31	0.31	0.37
ATTR18	0.14	0.24	0.19	0.28	0.34	0.19	0.22
ATTR20	0.03	-0.03	0.02	-0.03	-0.08	0.01	0.05
ATTR21	-0.05	-0.04	-0.06	-0.06	-0.08	-0.03	0.06
ATTR22	0.30	0.30	0.30	0.28	0.30	0.29	0.29
ATTR23	-0.06	-0.15	-0.08	-0.13	-0.20	-0.11	-0.21
ATTR24	0.36	0.36	0.44	0.35	0.35	0.37	0.23
ATTR25	-0.00	-0.04	-0.15	-0.06	-0.07	-0.01	0.12
ATTR26	0.11	0.11	0.12	0.14	0.10	0.12	0.12
ATTR27	-0.04	0.03	0.05	-0.00	0.05	-0.04	-0.06
ATTR28	-0.25	-0.26	-0.26	-0.21	-0.23	-0.22	-0.26
ATTR29	0.04	-0.03	0.02	-0.09	-0.08	-0.01	0.03
ATTR30	-0.06	-0.00	-0.09	-0.11	0.04	-0.09	-0.12
ATTR31	0.43	0.43	0.44	0.50	0.43	0.44	0.44

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.21	0.15	0.22	0.36	0.14	0.28	0.23
ATTR2	0.11	0.08	0.13	0.23	0.05	0.13	0.06
ATTR3	0.00	0.02	0.05	0.06	0.00	0.00	0.00
ATTR4	0.08	0.09	0.04	0.00	0.13	0.02	0.00
ATTR6	0.03	0.02	0.00	0.00	0.00	0.00	0.00
ATTR7	0.08	0.10	0.02	0.00	0.09	0.00	0.00
ATTR8	0.14	0.10	0.11	0.12	0.05	0.15	0.11
ATTR9	0.02	0.05	0.10	0.00	0.04	0.02	0.00
ATTR10	0.10	0.20	0.13	0.06	0.29	0.13	0.05
ATTR11	0.07	0.17	0.11	0.00	0.17	0.10	0.05
ATTR12	0.11	0.10	0.03	0.06	0.19	0.05	0.00
ATTR13	0.02	0.08	0.09	0.06	0.14	0.05	0.00
ATTR17	0.07	0.08	0.06	0.11	0.08	0.11	0.14
ATTR18	0.12	0.10	0.11	0.11	0.09	0.11	0.19
ATTR20	0.11	0.05	0.10	0.06	0.00	0.10	0.11
ATTR21	0.15	0.13	0.13	0.16	0.09	0.16	0.24
ATTR22	0.12	0.09	0.12	0.20	0.10	0.12	0.20
ATTR23	0.11	0.05	0.10	0.06	0.00	0.10	0.11
ATTR24	0.02	0.05	0.10	0.00	0.10	0.05	0.00
ATTR25	0.05	0.06	0.04	0.05	0.04	0.08	0.11
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.02	0.05	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.03	0.00
ATTR29	0.11	0.05	0.10	0.06	0.00	0.10	0.11
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.41	0.52	0.56	0.47	0.47	0.60	0.56
VAL19K	0.42	0.53	0.57	0.46	0.47	0.60	0.54
VAL67N	0.41	0.52	0.56	0.47	0.47	0.60	0.55
VAL76Y	0.42	0.51	0.55	0.48	0.46	0.60	0.57
VAL88M	0.42	0.53	0.58	0.46	0.48	0.60	0.54
VAL91A	0.41	0.51	0.55	0.46	0.46	0.59	0.55
VAL94B	0.38	0.47	0.50	0.44	0.42	0.55	0.51
REG16S	0.26	0.31	0.28	0.23	0.26	0.40	0.31
REG19K	0.25	0.33	0.30	0.22	0.28	0.39	0.28
REG67N	0.25	0.32	0.29	0.25	0.29	0.41	0.31
REG76Y	0.26	0.28	0.25	0.25	0.25	0.39	0.31
REG88M	0.24	0.33	0.31	0.22	0.27	0.37	0.26
REG91A	0.26	0.29	0.26	0.23	0.25	0.39	0.29
REG94B	0.24	0.25	0.21	0.21	0.22	0.34	0.26
UNI16S	0.42	0.50	0.58	0.48	0.46	0.61	0.58
UNI19K	0.45	0.54	0.63	0.46	0.49	0.63	0.55
UNI67N	0.44	0.54	0.61	0.49	0.49	0.63	0.57
UNI76Y	0.46	0.51	0.61	0.53	0.48	0.65	0.62
UNI88M	0.44	0.53	0.63	0.41	0.48	0.60	0.49
UNI91A	0.42	0.50	0.58	0.47	0.46	0.60	0.55
UNI94B	0.32	0.37	0.42	0.40	0.34	0.47	0.45

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.509	0.292	0.520
AVG OFF	0.603	0.603	0.505	0.282	0.507

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.12	0.11	0.12	0.15	0.09	0.14	0.13
ATTR2	0.11	0.10	0.11	0.12	0.09	0.11	0.10
ATTR3	0.08	0.07	0.08	0.08	0.07	0.08	0.07
ATTR4	0.10	0.09	0.09	0.08	0.11	0.07	0.06
ATTR6	0.10	0.10	0.10	0.10	0.10	0.10	0.09
ATTR7	0.09	0.09	0.09	0.09	0.10	0.08	0.07
ATTR8	0.10	0.09	0.11	0.12	0.08	0.11	0.10
ATTR9	0.07	0.08	0.08	0.06	0.08	0.06	0.06
ATTR10	0.08	0.09	0.08	0.06	0.11	0.07	0.07
ATTR11	0.07	0.09	0.08	0.06	0.10	0.06	0.06
ATTR12	0.08	0.08	0.07	0.05	0.10	0.06	0.05
ATTR13	0.06	0.07	0.07	0.06	0.08	0.06	0.06
ATTR17	0.08	0.08	0.07	0.07	0.09	0.08	0.09
ATTR18	0.11	0.11	0.11	0.12	0.11	0.12	0.13
ATTR20	0.09	0.09	0.09	0.09	0.07	0.10	0.12
ATTR21	0.10	0.10	0.09	0.10	0.09	0.11	0.12
ATTR22	0.10	0.10	0.10	0.11	0.09	0.11	0.12
ATTR23	0.08	0.08	0.08	0.08	0.06	0.09	0.10
ATTR24	0.06	0.07	0.07	0.06	0.09	0.06	0.06
ATTR25	0.08	0.08	0.06	0.06	0.08	0.07	0.08
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.07
ATTR27	0.06	0.06	0.07	0.05	0.06	0.05	0.05
ATTR28	0.05	0.05	0.06	0.06	0.05	0.06	0.05
ATTR29	0.08	0.07	0.08	0.08	0.05	0.08	0.09
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.07	0.07	0.09	0.07	0.07	0.08

REGRESSION WT SYNTHETIC COMPOSITIONS FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.87	0.79	0.87	1.14	0.46	1.12	1.06
ATTR2	0.23	0.19	0.32	0.44	-0.00	0.40	0.38
ATTR3	-0.38	-0.36	-0.32	-0.39	-0.21	-0.39	-0.38
ATTR4	0.12	0.06	-0.11	-0.21	0.20	-0.18	-0.20
ATTR6	0.24	0.24	0.22	0.20	0.24	0.20	0.18
ATTR7	-0.01	0.00	-0.04	-0.07	0.07	-0.09	-0.09
ATTR8	0.18	0.14	0.21	0.22	0.08	0.24	0.18
ATTR9	-0.42	-0.31	-0.25	-0.48	-0.11	-0.50	-0.45
ATTR10	0.14	0.20	0.15	0.12	0.30	0.12	0.15
ATTR11	-0.10	-0.04	-0.06	-0.07	-0.12	-0.06	-0.06
ATTR12	0.15	0.14	0.06	0.04	0.21	0.04	0.02
ATTR13	0.14	0.18	0.19	0.16	0.21	0.14	0.15
ATTR17	0.29	0.29	0.23	0.21	0.30	0.28	0.26
ATTR18	0.14	0.18	0.17	0.23	0.33	0.14	0.15
ATTR20	0.02	0.01	0.03	0.03	-0.07	0.04	0.12
ATTR21	-0.06	-0.07	-0.09	-0.10	-0.09	-0.04	-0.03
ATTR22	0.30	0.31	0.29	0.27	0.30	0.27	0.30
ATTR23	-0.05	-0.08	-0.05	-0.06	-0.19	-0.07	-0.08
ATTR24	0.37	0.39	0.47	0.41	0.36	0.38	0.37
ATTR25	-0.03	-0.06	-0.18	-0.12	-0.08	-0.03	-0.01
ATTR26	0.12	0.11	0.12	0.14	0.11	0.12	0.12
ATTR27	-0.02	0.01	0.06	-0.03	0.05	-0.05	-0.07
ATTR28	-0.25	-0.26	-0.26	-0.21	-0.23	-0.20	-0.29
ATTR29	0.02	0.02	0.02	-0.03	-0.08	0.00	0.10
ATTR30	-0.06	-0.05	-0.10	-0.14	0.04	-0.12	-0.15
ATTR31	0.44	0.45	0.43	0.47	0.44	0.42	0.44

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.21	0.19	0.20	0.36	0.14	0.30	0.24
ATTR2	0.13	0.12	0.15	0.20	0.05	0.16	0.12
ATTR3	0.01	0.02	0.06	0.04	0.00	0.02	0.00
ATTR4	0.08	0.07	0.06	0.00	0.14	0.02	0.00
ATTR6	0.05	0.03	0.04	0.00	0.00	0.02	0.00
ATTR7	0.09	0.08	0.05	0.00	0.09	0.02	0.00
ATTR8	0.14	0.11	0.14	0.16	0.05	0.19	0.09
ATTR9	0.01	0.04	0.08	0.00	0.04	0.00	0.03
ATTR10	0.10	0.15	0.10	0.04	0.28	0.06	0.05
ATTR11	0.08	0.12	0.10	0.00	0.17	0.04	0.05
ATTR12	0.10	0.08	0.03	0.04	0.20	0.04	0.00
ATTR13	0.03	0.06	0.09	0.04	0.13	0.02	0.03
ATTR17	0.06	0.05	0.03	0.00	0.07	0.08	0.06
ATTR18	0.11	0.11	0.10	0.11	0.08	0.11	0.16
ATTR20	0.10	0.10	0.10	0.11	0.00	0.12	0.14
ATTR21	0.14	0.13	0.11	0.15	0.08	0.15	0.19
ATTR22	0.11	0.11	0.11	0.17	0.10	0.11	0.17
ATTR23	0.10	0.10	0.10	0.11	0.00	0.12	0.14
ATTR24	0.01	0.04	0.08	0.00	0.10	0.02	0.03
ATTR25	0.05	0.04	0.03	0.03	0.04	0.06	0.06
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.02	0.04	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.02	0.00
ATTR29	0.10	0.10	0.10	0.11	0.00	0.12	0.14
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.52	0.57	0.47	0.47	0.61	0.56
VAL19K	0.42	0.52	0.57	0.47	0.47	0.61	0.55
VAL67N	0.42	0.53	0.57	0.48	0.48	0.61	0.57
VAL76Y	0.42	0.52	0.56	0.49	0.47	0.61	0.58
VAL88M	0.42	0.53	0.58	0.46	0.48	0.61	0.54
VAL91A	0.41	0.51	0.55	0.48	0.46	0.60	0.57
VAL94B	0.39	0.49	0.52	0.46	0.44	0.57	0.54
REG16S	0.27	0.32	0.29	0.24	0.27	0.41	0.32
REG19K	0.26	0.33	0.30	0.24	0.28	0.41	0.30
REG67N	0.27	0.33	0.30	0.27	0.30	0.42	0.34
REG76Y	0.26	0.27	0.24	0.25	0.24	0.39	0.32
REG88M	0.24	0.33	0.31	0.22	0.28	0.38	0.27
REG91A	0.26	0.28	0.24	0.24	0.24	0.39	0.31
REG94B	0.24	0.26	0.22	0.22	0.23	0.37	0.28
UNI16S	0.44	0.52	0.60	0.50	0.48	0.63	0.60
UNI19K	0.44	0.53	0.61	0.49	0.49	0.63	0.58
UNI67N	0.46	0.55	0.62	0.51	0.51	0.66	0.61
UNI76Y	0.44	0.50	0.58	0.53	0.46	0.64	0.62
UNI88M	0.44	0.54	0.64	0.42	0.49	0.61	0.49
UNI91A	0.42	0.49	0.56	0.50	0.46	0.61	0.59
UNI94B	0.36	0.43	0.48	0.45	0.39	0.54	0.51

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.517	0.298	0.533
AVG OFF	0.603	0.603	0.512	0.289	0.522

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.11	0.10	0.12	0.15	0.09	0.13	0.13
ATTR2	0.11	0.10	0.11	0.12	0.09	0.11	0.10
ATTR3	0.08	0.07	0.08	0.08	0.07	0.08	0.07
ATTR4	0.10	0.09	0.09	0.08	0.11	0.07	0.06
ATTR6	0.10	0.10	0.10	0.10	0.10	0.10	0.09
ATTR7	0.09	0.09	0.09	0.09	0.10	0.08	0.07
ATTR8	0.10	0.09	0.11	0.12	0.08	0.11	0.10
ATTR9	0.07	0.08	0.08	0.06	0.09	0.06	0.06
ATTR10	0.08	0.09	0.08	0.07	0.11	0.07	0.06
ATTR11	0.08	0.09	0.08	0.06	0.10	0.06	0.06
ATTR12	0.09	0.09	0.07	0.05	0.11	0.06	0.05
ATTR13	0.06	0.07	0.07	0.07	0.08	0.06	0.06
ATTR17	0.09	0.09	0.07	0.07	0.09	0.09	0.09
ATTR18	0.11	0.11	0.11	0.12	0.11	0.12	0.14
ATTR20	0.09	0.09	0.09	0.09	0.07	0.10	0.12
ATTR21	0.10	0.10	0.09	0.10	0.09	0.11	0.12
ATTR22	0.10	0.10	0.10	0.11	0.09	0.11	0.13
ATTR23	0.08	0.08	0.08	0.08	0.06	0.09	0.10
ATTR24	0.06	0.08	0.08	0.06	0.09	0.06	0.06
ATTR25	0.08	0.08	0.06	0.05	0.08	0.07	0.08
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.07
ATTR27	0.06	0.06	0.07	0.05	0.07	0.05	0.05
ATTR28	0.05	0.05	0.06	0.06	0.05	0.06	0.05
ATTR29	0.08	0.07	0.07	0.07	0.05	0.08	0.09
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.07	0.07	0.09	0.07	0.08	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.84	0.73	0.87	1.13	0.46	1.10	1.05
ATTR2	0.21	0.15	0.32	0.42	-0.00	0.38	0.37
ATTR3	-0.38	-0.33	-0.32	-0.39	-0.22	-0.39	-0.37
ATTR4	0.14	0.07	-0.13	-0.20	0.18	-0.17	-0.19
ATTR6	0.24	0.24	0.22	0.21	0.25	0.20	0.18
ATTR7	-0.00	0.01	-0.04	-0.06	0.06	-0.09	-0.09
ATTR8	0.16	0.13	0.21	0.21	0.08	0.23	0.18
ATTR9	-0.42	-0.28	-0.22	-0.47	-0.10	-0.48	-0.45
ATTR10	0.14	0.21	0.16	0.13	0.31	0.13	0.14
ATTR11	-0.09	-0.03	-0.06	-0.07	-0.13	-0.05	-0.06
ATTR12	0.18	0.14	0.05	0.04	0.21	0.04	0.02
ATTR13	0.14	0.19	0.20	0.17	0.21	0.14	0.14
ATTR17	0.29	0.29	0.23	0.21	0.29	0.29	0.26
ATTR18	0.14	0.22	0.19	0.25	0.34	0.17	0.21
ATTR20	0.03	0.00	0.02	0.02	-0.07	0.04	0.11
ATTR21	-0.07	-0.07	-0.09	-0.12	-0.10	-0.04	-0.03
ATTR22	0.30	0.31	0.30	0.27	0.30	0.28	0.30
ATTR23	-0.05	-0.11	-0.06	-0.08	-0.19	-0.09	-0.12
ATTR24	0.36	0.38	0.47	0.41	0.38	0.37	0.35
ATTR25	-0.02	-0.05	-0.19	-0.12	-0.09	-0.02	0.00
ATTR26	0.12	0.11	0.12	0.14	0.10	0.12	0.13
ATTR27	-0.02	0.01	0.06	-0.02	0.05	-0.05	-0.07
ATTR28	-0.26	-0.27	-0.25	-0.21	-0.24	-0.20	-0.28
ATTR29	0.03	0.01	0.00	-0.05	-0.08	-0.01	0.08
ATTR30	-0.06	-0.04	-0.10	-0.14	0.04	-0.12	-0.16
ATTR31	0.44	0.44	0.44	0.48	0.43	0.43	0.44

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.19	0.17	0.20	0.36	0.14	0.30	0.24
ATTR2	0.12	0.10	0.14	0.20	0.05	0.16	0.11
ATTR3	0.01	0.02	0.06	0.04	0.00	0.01	0.00
ATTR4	0.08	0.07	0.06	0.00	0.13	0.02	0.00
ATTR6	0.04	0.02	0.03	0.00	0.00	0.02	0.00
ATTR7	0.09	0.07	0.04	0.00	0.09	0.02	0.00
ATTR8	0.13	0.10	0.13	0.16	0.05	0.19	0.09
ATTR9	0.01	0.04	0.09	0.00	0.04	0.00	0.02
ATTR10	0.11	0.18	0.11	0.05	0.30	0.07	0.04
ATTR11	0.08	0.14	0.11	0.00	0.16	0.05	0.04
ATTR12	0.12	0.08	0.02	0.05	0.20	0.04	0.00
ATTR13	0.02	0.07	0.10	0.05	0.14	0.02	0.02
ATTR17	0.06	0.05	0.03	0.03	0.06	0.09	0.05
ATTR18	0.11	0.12	0.10	0.11	0.08	0.11	0.18
ATTR20	0.11	0.09	0.09	0.09	0.00	0.11	0.13
ATTR21	0.14	0.14	0.11	0.14	0.08	0.16	0.21
ATTR22	0.12	0.11	0.12	0.20	0.11	0.13	0.19
ATTR23	0.11	0.09	0.09	0.09	0.00	0.11	0.13
ATTR24	0.01	0.04	0.10	0.00	0.11	0.02	0.02
ATTR25	0.05	0.05	0.03	0.03	0.04	0.07	0.07
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.02	0.04	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.03	0.00
ATTR29	0.11	0.09	0.09	0.09	0.00	0.11	0.13
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.52	0.57	0.47	0.47	0.61	0.56
VAL19K	0.42	0.52	0.57	0.46	0.47	0.60	0.55
VAL67N	0.42	0.53	0.57	0.48	0.48	0.61	0.57
VAL76Y	0.42	0.52	0.56	0.49	0.47	0.61	0.58
VAL88M	0.42	0.53	0.58	0.46	0.48	0.61	0.54
VAL91A	0.41	0.51	0.55	0.47	0.46	0.60	0.56
VAL94B	0.39	0.48	0.51	0.46	0.44	0.57	0.54
REG16S	0.26	0.32	0.29	0.24	0.27	0.41	0.32
REG19K	0.26	0.33	0.30	0.23	0.28	0.40	0.29
REG67N	0.26	0.33	0.30	0.27	0.30	0.42	0.33
REG76Y	0.26	0.27	0.24	0.25	0.24	0.39	0.32
REG88M	0.24	0.33	0.31	0.22	0.28	0.38	0.27
REG91A	0.26	0.28	0.24	0.23	0.24	0.39	0.31
REG94B	0.24	0.26	0.21	0.22	0.23	0.37	0.28
UNI16S	0.43	0.51	0.59	0.49	0.47	0.62	0.59
UNI19K	0.44	0.53	0.61	0.48	0.48	0.62	0.56
UNI67N	0.46	0.56	0.63	0.51	0.51	0.66	0.60
UNI76Y	0.45	0.51	0.59	0.53	0.47	0.64	0.63
UNI88M	0.44	0.53	0.64	0.41	0.49	0.60	0.49
UNI91A	0.42	0.49	0.56	0.49	0.45	0.61	0.58
UNI94B	0.36	0.41	0.47	0.44	0.38	0.53	0.50

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.516	0.298	0.531
AVG OFF	0.603	0.603	0.511	0.287	0.518

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.11	0.10	0.12	0.15	0.09	0.13	0.13
ATTR2	0.11	0.10	0.11	0.12	0.09	0.11	0.10
ATTR3	0.08	0.07	0.08	0.08	0.07	0.08	0.07
ATTR4	0.10	0.09	0.09	0.08	0.11	0.07	0.06
ATTR6	0.10	0.10	0.10	0.10	0.10	0.10	0.09
ATTR7	0.09	0.09	0.09	0.09	0.10	0.08	0.07
ATTR8	0.10	0.09	0.11	0.12	0.08	0.11	0.10
ATTR9	0.07	0.08	0.08	0.06	0.09	0.06	0.06
ATTR10	0.08	0.09	0.08	0.07	0.11	0.07	0.06
ATTR11	0.08	0.09	0.08	0.06	0.10	0.06	0.06
ATTR12	0.09	0.09	0.07	0.05	0.11	0.06	0.05
ATTR13	0.06	0.07	0.07	0.07	0.08	0.06	0.06
ATTR17	0.09	0.09	0.07	0.07	0.09	0.09	0.09
ATTR18	0.11	0.11	0.11	0.12	0.11	0.12	0.14
ATTR20	0.09	0.09	0.09	0.09	0.07	0.10	0.12
ATTR21	0.10	0.10	0.09	0.10	0.09	0.11	0.12
ATTR22	0.10	0.10	0.10	0.11	0.09	0.11	0.12
ATTR23	0.08	0.08	0.08	0.08	0.06	0.09	0.10
ATTR24	0.06	0.08	0.08	0.06	0.09	0.06	0.06
ATTR25	0.08	0.08	0.06	0.05	0.08	0.07	0.08
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.07
ATTR27	0.06	0.06	0.07	0.05	0.07	0.05	0.05
ATTR28	0.05	0.05	0.06	0.06	0.05	0.06	0.05
ATTR29	0.08	0.07	0.07	0.07	0.05	0.08	0.09
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.07	0.07	0.09	0.07	0.08	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.84	0.73	0.87	1.13	0.46	1.09	1.05
ATTR2	0.21	0.15	0.32	0.42	-0.00	0.38	0.37
ATTR3	-0.38	-0.33	-0.32	-0.39	-0.22	-0.39	-0.37
ATTR4	0.14	0.07	-0.13	-0.20	0.18	-0.17	-0.19
ATTR6	0.24	0.24	0.22	0.21	0.25	0.20	0.18
ATTR7	-0.00	0.01	-0.04	-0.06	0.06	-0.09	-0.09
ATTR8	0.16	0.13	0.21	0.21	0.08	0.23	0.18
ATTR9	-0.42	-0.28	-0.22	-0.47	-0.10	-0.48	-0.45
ATTR10	0.14	0.21	0.16	0.13	0.31	0.13	0.14
ATTR11	-0.09	-0.03	-0.06	-0.07	-0.13	-0.06	-0.06
ATTR12	0.18	0.14	0.05	0.04	0.21	0.04	0.02
ATTR13	0.14	0.19	0.20	0.17	0.21	0.14	0.14
ATTR17	0.29	0.29	0.23	0.21	0.29	0.29	0.26
ATTR18	0.14	0.22	0.19	0.25	0.34	0.16	0.21
ATTR20	0.03	0.00	0.02	0.02	-0.07	0.04	0.11
ATTR21	-0.07	-0.07	-0.09	-0.12	-0.10	-0.03	-0.03
ATTR22	0.30	0.31	0.30	0.27	0.30	0.28	0.30
ATTR23	-0.05	-0.11	-0.06	-0.08	-0.19	-0.09	-0.12
ATTR24	0.36	0.38	0.47	0.41	0.38	0.37	0.35
ATTR25	-0.02	-0.05	-0.19	-0.12	-0.09	-0.02	0.00
ATTR26	0.12	0.11	0.12	0.14	0.10	0.12	0.12
ATTR27	-0.02	0.01	0.06	-0.02	0.05	-0.05	-0.07
ATTR28	-0.26	-0.27	-0.25	-0.21	-0.24	-0.20	-0.28
ATTR29	0.03	0.01	0.00	-0.05	-0.08	-0.01	0.08
ATTR30	-0.06	-0.04	-0.10	-0.14	0.04	-0.12	-0.15
ATTR31	0.44	0.44	0.44	0.48	0.43	0.43	0.44

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.19	0.17	0.20	0.36	0.14	0.30	0.24
ATTR2	0.12	0.10	0.14	0.20	0.05	0.16	0.11
ATTR3	0.01	0.02	0.06	0.04	0.00	0.01	0.00
ATTR4	0.08	0.07	0.06	0.00	0.13	0.02	0.00
ATTR6	0.04	0.02	0.03	0.00	0.00	0.02	0.00
ATTR7	0.09	0.07	0.04	0.00	0.09	0.02	0.00
ATTR8	0.13	0.10	0.13	0.16	0.05	0.19	0.09
ATTR9	0.01	0.04	0.09	0.00	0.04	0.00	0.02
ATTR10	0.11	0.18	0.11	0.05	0.30	0.07	0.05
ATTR11	0.08	0.14	0.11	0.00	0.16	0.05	0.05
ATTR12	0.12	0.08	0.02	0.05	0.20	0.04	0.00
ATTR13	0.02	0.07	0.10	0.05	0.14	0.02	0.02
ATTR17	0.06	0.05	0.03	0.03	0.06	0.09	0.05
ATTR18	0.11	0.12	0.10	0.11	0.08	0.11	0.18
ATTR20	0.11	0.09	0.09	0.09	0.00	0.11	0.13
ATTR21	0.14	0.14	0.11	0.14	0.08	0.16	0.21
ATTR22	0.12	0.11	0.12	0.20	0.11	0.13	0.19
ATTR23	0.11	0.09	0.09	0.09	0.00	0.11	0.13
ATTR24	0.01	0.04	0.10	0.00	0.11	0.02	0.02
ATTR25	0.05	0.05	0.03	0.03	0.04	0.07	0.07
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.02	0.04	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.03	0.00
ATTR29	0.11	0.09	0.09	0.09	0.00	0.11	0.13
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.52	0.57	0.47	0.47	0.61	0.56
VAL19K	0.42	0.52	0.57	0.46	0.47	0.60	0.55
VAL67N	0.42	0.53	0.57	0.48	0.48	0.61	0.57
VAL76Y	0.42	0.52	0.56	0.49	0.47	0.61	0.58
VAL88M	0.42	0.53	0.58	0.46	0.48	0.61	0.54
VAL91A	0.41	0.51	0.55	0.47	0.46	0.60	0.56
VAL94B	0.39	0.48	0.51	0.46	0.44	0.57	0.54
REG16S	0.26	0.32	0.29	0.24	0.27	0.41	0.32
REG19K	0.26	0.33	0.30	0.23	0.28	0.40	0.29
REG67N	0.26	0.33	0.30	0.27	0.30	0.42	0.33
REG76Y	0.26	0.27	0.24	0.25	0.24	0.39	0.32
REG88M	0.24	0.33	0.31	0.22	0.28	0.38	0.27
REG91A	0.26	0.28	0.24	0.23	0.24	0.39	0.31
REG94B	0.24	0.26	0.21	0.22	0.23	0.37	0.28
UNI16S	0.43	0.51	0.59	0.49	0.47	0.62	0.59
UNI19K	0.44	0.53	0.61	0.48	0.48	0.62	0.56
UNI67N	0.46	0.56	0.63	0.51	0.51	0.66	0.60
UNI76Y	0.45	0.51	0.59	0.53	0.47	0.64	0.63
UNI88M	0.44	0.53	0.64	0.41	0.49	0.60	0.49
UNI91A	0.42	0.49	0.56	0.49	0.45	0.61	0.58
UNI94B	0.36	0.42	0.47	0.44	0.38	0.53	0.50

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.516	0.298	0.531
AVG OFF	0.603	0.603	0.511	0.287	0.518

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.10	0.11	0.12	0.08	0.12	0.10
ATTR2	0.11	0.11	0.11	0.10	0.09	0.11	0.10
ATTR3	0.08	0.08	0.08	0.09	0.07	0.07	0.08
ATTR4	0.11	0.11	0.09	0.08	0.11	0.09	0.08
ATTR6	0.10	0.10	0.09	0.10	0.09	0.10	0.09
ATTR7	0.09	0.09	0.09	0.11	0.09	0.08	0.08
ATTR8	0.09	0.09	0.09	0.09	0.08	0.10	0.09
ATTR9	0.09	0.10	0.10	0.07	0.11	0.08	0.08
ATTR10	0.09	0.10	0.09	0.11	0.12	0.09	0.08
ATTR11	0.09	0.09	0.08	0.10	0.10	0.08	0.06
ATTR12	0.09	0.08	0.07	0.08	0.11	0.07	0.06
ATTR13	0.08	0.09	0.08	0.10	0.09	0.08	0.08
ATTR17	0.08	0.08	0.08	0.08	0.09	0.08	0.10
ATTR18	0.10	0.10	0.11	0.11	0.11	0.12	0.13
ATTR20	0.07	0.07	0.08	0.07	0.06	0.09	0.09
ATTR21	0.09	0.09	0.10	0.09	0.10	0.10	0.13
ATTR22	0.09	0.09	0.10	0.09	0.09	0.10	0.10
ATTR23	0.07	0.07	0.08	0.07	0.06	0.08	0.08
ATTR24	0.08	0.09	0.09	0.08	0.11	0.07	0.08
ATTR25	0.09	0.09	0.08	0.07	0.11	0.08	0.10
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.06
ATTR27	0.07	0.07	0.07	0.06	0.07	0.06	0.05
ATTR28	0.04	0.04	0.04	0.04	0.04	0.05	0.04
ATTR29	0.06	0.05	0.07	0.05	0.05	0.07	0.07
ATTR30	0.03	0.02	0.02	0.03	0.02	0.03	0.04
ATTR31	0.06	0.06	0.07	0.08	0.05	0.06	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ IT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.62	0.54	0.71	0.81	0.29	0.90	0.58
ATTR2	0.14	0.16	0.30	0.12	-0.05	0.34	0.22
ATTR3	-0.26	-0.23	-0.28	-0.13	-0.20	-0.39	-0.12
ATTR4	0.20	0.08	-0.15	-0.14	0.18	-0.08	-0.07
ATTR6	0.25	0.24	0.21	0.22	0.26	0.25	0.24
ATTR7	0.01	0.01	-0.02	0.11	0.06	-0.05	-0.03
ATTR8	0.13	0.14	0.14	0.06	0.08	0.17	0.14
ATTR9	-0.21	-0.06	-0.03	-0.37	0.10	-0.34	-0.12
ATTR10	0.19	0.21	0.20	0.25	0.30	0.18	0.20
ATTR11	-0.12	-0.10	-0.10	0.01	-0.15	-0.06	-0.15
ATTR12	0.14	0.09	0.03	0.11	0.18	0.05	0.01
ATTR13	0.20	0.25	0.25	0.27	0.23	0.22	0.21
ATTR17	0.28	0.27	0.26	0.26	0.29	0.27	0.34
ATTR18	0.24	0.29	0.24	0.23	0.30	0.26	0.24
ATTR20	-0.08	-0.09	-0.05	-0.08	-0.15	-0.03	-0.06
ATTR21	-0.06	-0.07	-0.04	-0.03	-0.01	-0.05	0.12
ATTR22	0.31	0.30	0.28	0.29	0.32	0.28	0.25
ATTR23	-0.09	-0.12	-0.08	-0.12	-0.17	-0.11	-0.17
ATTR24	0.35	0.35	0.44	0.42	0.35	0.37	0.24
ATTR25	-0.05	-0.09	-0.18	-0.09	-0.03	-0.02	0.09
ATTR26	0.13	0.14	0.10	0.10	0.06	0.14	0.10
ATTR27	0.12	0.16	0.10	0.04	0.11	0.01	0.01
ATTR28	-0.30	-0.29	-0.32	-0.29	-0.28	-0.20	-0.35
ATTR29	-0.04	-0.08	0.04	-0.12	-0.05	-0.05	-0.04
ATTR30	-0.09	-0.09	-0.14	-0.06	-0.03	-0.13	-0.07
ATTR31	0.44	0.43	0.48	0.52	0.39	0.42	0.55

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.16	0.15	0.22	0.27	0.00	0.20	0.09
ATTR2	0.16	0.17	0.19	0.10	0.05	0.31	0.17
ATTR3	0.06	0.04	0.03	0.00	0.00	0.00	0.14
ATTR4	0.17	0.16	0.11	0.00	0.19	0.10	0.17
ATTR6	0.05	0.02	0.00	0.00	0.05	0.04	0.08
ATTR7	0.09	0.06	0.03	0.14	0.05	0.00	0.00
ATTR8	0.07	0.09	0.07	0.00	0.00	0.13	0.00
ATTR9	0.08	0.15	0.15	0.00	0.22	0.05	0.09
ATTR10	0.12	0.14	0.09	0.25	0.27	0.09	0.00
ATTR11	0.09	0.11	0.04	0.11	0.11	0.04	0.00
ATTR12	0.13	0.09	0.02	0.25	0.13	0.09	0.00
ATTR13	0.04	0.06	0.04	0.14	0.06	0.00	0.00
ATTR17	0.05	0.04	0.05	0.12	0.07	0.06	0.10
ATTR18	0.07	0.05	0.11	0.00	0.06	0.09	0.18
ATTR20	0.07	0.04	0.12	0.10	0.00	0.10	0.09
ATTR21	0.07	0.05	0.09	0.00	0.06	0.09	0.18
ATTR22	0.03	0.03	0.03	0.00	0.00	0.05	0.09
ATTR23	0.07	0.04	0.12	0.10	0.00	0.10	0.09
ATTR24	0.08	0.13	0.15	0.00	0.22	0.05	0.09
ATTR25	0.05	0.07	0.03	0.12	0.12	0.10	0.18
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.02	0.06	0.07	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.07	0.04	0.12	0.10	0.00	0.10	0.09
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.03	0.17	0.00	0.00	0.14

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL19K	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL67N	0.42	0.53	0.58	0.47	0.48	0.61	0.55
VAL76Y	0.43	0.54	0.58	0.47	0.48	0.62	0.56
VAL88M	0.42	0.54	0.58	0.44	0.48	0.60	0.52
VAL91A	0.42	0.53	0.57	0.47	0.48	0.61	0.56
VAL94B	0.40	0.50	0.54	0.45	0.45	0.58	0.53
REG16S	0.28	0.36	0.33	0.25	0.31	0.42	0.31
REG19K	0.28	0.37	0.34	0.26	0.32	0.42	0.31
REG67N	0.26	0.34	0.32	0.27	0.32	0.41	0.31
REG76Y	0.26	0.30	0.26	0.23	0.25	0.38	0.27
REG88M	0.22	0.34	0.32	0.21	0.30	0.36	0.23
REG91A	0.27	0.32	0.29	0.24	0.28	0.41	0.30
REG94B	0.25	0.32	0.26	0.25	0.27	0.37	0.30
UNI16S	0.48	0.59	0.69	0.51	0.54	0.68	0.61
UNI19K	0.47	0.60	0.69	0.49	0.55	0.68	0.58
UNI67N	0.44	0.56	0.64	0.51	0.52	0.65	0.58
UNI76Y	0.43	0.52	0.59	0.42	0.46	0.59	0.50
UNI88M	0.39	0.54	0.64	0.36	0.50	0.57	0.41
UNI91A	0.47	0.57	0.65	0.51	0.53	0.67	0.62
UNI94B	0.40	0.50	0.54	0.48	0.45	0.58	0.53

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.521	0.315	0.549
AVG OFF	0.603	0.603	0.518	0.301	0.539

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.11	0.10	0.12	0.13	0.08	0.13	0.10
ATTR2	0.11	0.11	0.12	0.12	0.10	0.12	0.10
ATTR3	0.08	0.08	0.08	0.09	0.07	0.08	0.08
ATTR4	0.11	0.11	0.09	0.09	0.11	0.08	0.09
ATTR6	0.10	0.10	0.09	0.10	0.10	0.10	0.09
ATTR7	0.09	0.09	0.09	0.10	0.09	0.08	0.08
ATTR8	0.09	0.09	0.10	0.10	0.08	0.10	0.09
ATTR9	0.08	0.10	0.10	0.07	0.10	0.07	0.09
ATTR10	0.09	0.09	0.08	0.09	0.11	0.08	0.10
ATTR11	0.08	0.09	0.08	0.08	0.10	0.07	0.09
ATTR12	0.09	0.08	0.06	0.07	0.10	0.06	0.07
ATTR13	0.08	0.09	0.09	0.09	0.09	0.08	0.10
ATTR17	0.08	0.08	0.06	0.07	0.08	0.07	0.09
ATTR18	0.11	0.10	0.11	0.11	0.10	0.12	0.12
ATTR20	0.08	0.07	0.08	0.07	0.07	0.09	0.08
ATTR21	0.09	0.09	0.09	0.09	0.09	0.10	0.11
ATTR22	0.09	0.09	0.10	0.10	0.09	0.10	0.10
ATTR23	0.08	0.07	0.08	0.07	0.07	0.08	0.07
ATTR24	0.08	0.09	0.09	0.07	0.10	0.07	0.09
ATTR25	0.08	0.08	0.06	0.06	0.10	0.07	0.09
ATTR26	0.06	0.06	0.06	0.05	0.07	0.07	0.07
ATTR27	0.06	0.07	0.07	0.05	0.06	0.06	0.06
ATTR28	0.04	0.04	0.05	0.05	0.04	0.05	0.04
ATTR29	0.06	0.06	0.07	0.06	0.05	0.07	0.06
ATTR30	0.03	0.02	0.02	0.03	0.02	0.03	0.03
ATTR31	0.06	0.06	0.07	0.08	0.06	0.07	0.07

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.69	0.58	0.74	0.96	0.41	1.01	0.60
ATTR2	0.19	0.19	0.36	0.30	0.05	0.41	0.19
ATTR3	-0.28	-0.25	-0.27	-0.22	-0.22	-0.34	-0.17
ATTR4	0.16	0.08	-0.18	-0.16	0.18	-0.20	-0.06
ATTR6	0.25	0.25	0.20	0.21	0.26	0.21	0.24
ATTR7	-0.00	0.00	-0.04	0.02	0.04	-0.07	-0.02
ATTR8	0.14	0.14	0.17	0.11	0.10	0.18	0.14
ATTR9	-0.27	-0.10	-0.03	-0.42	-0.05	-0.38	-0.10
ATTR10	0.18	0.20	0.15	0.20	0.27	0.17	0.26
ATTR11	-0.11	-0.09	-0.06	-0.04	-0.14	-0.07	-0.09
ATTR12	0.13	0.09	-0.01	0.07	0.17	0.02	0.02
ATTR13	0.20	0.24	0.26	0.23	0.23	0.20	0.27
ATTR17	0.27	0.27	0.21	0.24	0.27	0.24	0.27
ATTR18	0.24	0.28	0.29	0.22	0.28	0.30	0.31
ATTR20	-0.05	-0.08	-0.02	-0.07	-0.10	-0.01	-0.06
ATTR21	-0.08	-0.08	-0.11	-0.06	-0.06	-0.08	-0.00
ATTR22	0.30	0.30	0.27	0.28	0.32	0.27	0.29
ATTR23	-0.08	-0.11	-0.07	-0.07	-0.13	-0.12	-0.16
ATTR24	0.36	0.36	0.45	0.43	0.36	0.40	0.36
ATTR25	-0.06	-0.09	-0.25	-0.11	-0.04	-0.09	-0.05
ATTR26	0.15	0.15	0.15	0.12	0.12	0.17	0.14
ATTR27	0.11	0.15	0.15	0.03	0.09	0.02	0.05
ATTR28	-0.29	-0.29	-0.31	-0.28	-0.28	-0.21	-0.33
ATTR29	-0.04	-0.06	0.00	-0.08	-0.05	-0.08	-0.07
ATTR30	-0.10	-0.10	-0.17	-0.13	-0.05	-0.16	-0.06
ATTR31	0.44	0.43	0.47	0.52	0.41	0.44	0.49

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.16	0.15	0.23	0.34	0.03	0.29	0.07
ATTR2	0.18	0.18	0.22	0.24	0.11	0.32	0.19
ATTR3	0.06	0.04	0.03	0.06	0.00	0.00	0.10
ATTR4	0.16	0.15	0.13	0.00	0.17	0.05	0.14
ATTR6	0.04	0.02	0.00	0.00	0.04	0.00	0.06
ATTR7	0.09	0.06	0.03	0.08	0.07	0.00	0.00
ATTR8	0.09	0.09	0.09	0.00	0.04	0.16	0.06
ATTR9	0.07	0.13	0.16	0.00	0.15	0.05	0.13
ATTR10	0.11	0.13	0.06	0.13	0.23	0.06	0.11
ATTR11	0.08	0.11	0.04	0.06	0.12	0.00	0.06
ATTR12	0.11	0.09	0.00	0.13	0.21	0.06	0.05
ATTR13	0.04	0.06	0.06	0.08	0.04	0.00	0.06
ATTR17	0.04	0.04	0.02	0.06	0.04	0.06	0.07
ATTR18	0.08	0.06	0.10	0.06	0.07	0.10	0.14
ATTR20	0.08	0.06	0.10	0.12	0.03	0.11	0.07
ATTR21	0.06	0.06	0.08	0.06	0.07	0.10	0.14
ATTR22	0.02	0.02	0.03	0.00	0.03	0.05	0.07
ATTR23	0.08	0.06	0.10	0.12	0.03	0.11	0.07
ATTR24	0.07	0.12	0.16	0.00	0.15	0.05	0.13
ATTR25	0.05	0.06	0.00	0.06	0.09	0.06	0.14
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.02	0.06	0.09	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.08	0.06	0.10	0.12	0.03	0.11	0.07
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.03	0.09	0.00	0.05	0.10

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL19K	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL67N	0.43	0.54	0.58	0.48	0.49	0.62	0.57
VAL76Y	0.44	0.54	0.59	0.49	0.49	0.63	0.58
VAL88M	0.42	0.54	0.59	0.46	0.49	0.61	0.54
VAL91A	0.42	0.53	0.57	0.48	0.48	0.61	0.57
VAL94B	0.41	0.52	0.56	0.46	0.47	0.60	0.54
REG16S	0.29	0.36	0.33	0.25	0.30	0.43	0.32
REG19K	0.28	0.37	0.34	0.26	0.32	0.42	0.32
REG67N	0.27	0.34	0.32	0.28	0.32	0.42	0.33
REG76Y	0.28	0.31	0.27	0.26	0.27	0.41	0.31
REG88M	0.25	0.36	0.33	0.23	0.31	0.39	0.27
REG91A	0.28	0.30	0.27	0.25	0.27	0.41	0.31
REG94B	0.25	0.33	0.28	0.24	0.29	0.39	0.28
UNI16S	0.48	0.59	0.68	0.52	0.54	0.68	0.62
UNI19K	0.47	0.60	0.69	0.50	0.55	0.68	0.59
UNI67N	0.45	0.58	0.66	0.52	0.53	0.67	0.60
UNI76Y	0.48	0.56	0.65	0.53	0.51	0.67	0.62
UNI88M	0.43	0.56	0.66	0.42	0.52	0.62	0.50
UNI91A	0.46	0.54	0.63	0.53	0.51	0.66	0.63
UNI94B	0.44	0.55	0.61	0.48	0.51	0.63	0.55

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.526	0.318	0.570
AVG OFF	0.603	0.603	0.525	0.310	0.563

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.10	0.12	0.13	0.08	0.13	0.10
ATTR2	0.11	0.11	0.12	0.12	0.09	0.12	0.10
ATTR3	0.08	0.08	0.08	0.10	0.07	0.08	0.08
ATTR4	0.11	0.10	0.09	0.09	0.11	0.08	0.09
ATTR6	0.10	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.09	0.09	0.09	0.10	0.09	0.08	0.08
ATTR8	0.09	0.09	0.09	0.10	0.08	0.10	0.09
ATTR9	0.09	0.10	0.11	0.07	0.10	0.07	0.09
ATTR10	0.09	0.10	0.08	0.09	0.11	0.08	0.10
ATTR11	0.08	0.09	0.08	0.08	0.10	0.07	0.08
ATTR12	0.09	0.08	0.06	0.07	0.10	0.06	0.06
ATTR13	0.08	0.09	0.09	0.09	0.09	0.08	0.10
ATTR17	0.08	0.08	0.06	0.07	0.08	0.07	0.09
ATTR18	0.11	0.11	0.11	0.11	0.10	0.12	0.12
ATTR20	0.07	0.07	0.08	0.07	0.07	0.09	0.08
ATTR21	0.09	0.09	0.09	0.09	0.09	0.10	0.11
ATTR22	0.09	0.09	0.10	0.10	0.09	0.10	0.10
ATTR23	0.07	0.07	0.08	0.07	0.06	0.08	0.07
ATTR24	0.08	0.09	0.09	0.07	0.11	0.07	0.09
ATTR25	0.08	0.09	0.06	0.06	0.10	0.07	0.09
ATTR26	0.06	0.06	0.06	0.05	0.06	0.07	0.06
ATTR27	0.06	0.07	0.07	0.05	0.07	0.06	0.06
ATTR28	0.04	0.04	0.05	0.05	0.04	0.05	0.04
ATTR29	0.06	0.06	0.07	0.06	0.05	0.06	0.06
ATTR30	0.03	0.02	0.02	0.03	0.02	0.03	0.04
ATTR31	0.06	0.06	0.07	0.09	0.06	0.07	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.66	0.56	0.68	0.94	0.38	1.00	0.58
ATTR2	0.17	0.18	0.34	0.27	0.02	0.42	0.18
ATTR3	-0.28	-0.24	-0.27	-0.18	-0.22	-0.35	-0.12
ATTR4	0.16	0.07	-0.17	-0.17	0.17	-0.20	-0.09
ATTR6	0.25	0.25	0.19	0.21	0.26	0.22	0.23
ATTR7	0.00	0.00	-0.03	0.05	0.04	-0.07	-0.02
ATTR8	0.14	0.14	0.16	0.10	0.10	0.19	0.14
ATTR9	-0.24	-0.07	0.06	-0.41	0.03	-0.39	-0.09
ATTR10	0.18	0.21	0.15	0.21	0.30	0.17	0.25
ATTR11	-0.11	-0.10	-0.07	-0.03	-0.16	-0.06	-0.09
ATTR12	0.14	0.09	-0.01	0.07	0.17	0.01	0.01
ATTR13	0.20	0.24	0.27	0.24	0.23	0.21	0.27
ATTR17	0.27	0.26	0.20	0.23	0.27	0.24	0.27
ATTR18	0.24	0.28	0.29	0.24	0.29	0.30	0.30
ATTR20	-0.06	-0.08	-0.03	-0.07	-0.11	-0.00	-0.06
ATTR21	-0.07	-0.07	-0.11	-0.07	-0.06	-0.08	0.02
ATTR22	0.30	0.30	0.27	0.29	0.33	0.26	0.27
ATTR23	-0.09	-0.12	-0.08	-0.08	-0.14	-0.12	-0.17
ATTR24	0.36	0.36	0.46	0.43	0.38	0.41	0.35
ATTR25	-0.06	-0.09	-0.28	-0.13	-0.06	-0.10	-0.05
ATTR26	0.14	0.14	0.14	0.12	0.10	0.17	0.13
ATTR27	0.11	0.15	0.16	0.04	0.11	0.02	0.05
ATTR28	-0.29	-0.29	-0.31	-0.29	-0.28	-0.19	-0.35
ATTR29	-0.04	-0.06	0.01	-0.10	-0.04	-0.09	-0.08
ATTR30	-0.10	-0.10	-0.17	-0.12	-0.05	-0.14	-0.04
ATTR31	0.44	0.43	0.47	0.54	0.40	0.42	0.53

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.15	0.14	0.22	0.36	0.03	0.27	0.07
ATTR2	0.17	0.17	0.21	0.22	0.09	0.34	0.17
ATTR3	0.06	0.04	0.03	0.06	0.00	0.00	0.15
ATTR4	0.17	0.15	0.14	0.00	0.18	0.05	0.14
ATTR6	0.05	0.03	0.00	0.00	0.04	0.00	0.06
ATTR7	0.09	0.06	0.03	0.10	0.06	0.00	0.00
ATTR8	0.08	0.08	0.09	0.00	0.02	0.20	0.04
ATTR9	0.07	0.15	0.18	0.00	0.20	0.05	0.13
ATTR10	0.11	0.14	0.06	0.15	0.25	0.06	0.09
ATTR11	0.08	0.10	0.05	0.06	0.10	0.00	0.05
ATTR12	0.13	0.09	0.00	0.15	0.20	0.06	0.04
ATTR13	0.03	0.05	0.07	0.10	0.04	0.00	0.05
ATTR17	0.04	0.04	0.02	0.06	0.05	0.06	0.08
ATTR18	0.08	0.07	0.09	0.05	0.06	0.09	0.14
ATTR20	0.07	0.05	0.10	0.11	0.03	0.10	0.07
ATTR21	0.06	0.07	0.07	0.05	0.06	0.09	0.14
ATTR22	0.03	0.03	0.03	0.00	0.03	0.05	0.07
ATTR23	0.07	0.05	0.10	0.11	0.03	0.10	0.07
ATTR24	0.07	0.13	0.18	0.00	0.20	0.05	0.13
ATTR25	0.05	0.06	0.00	0.06	0.09	0.06	0.14
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.02	0.06	0.10	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.07	0.05	0.10	0.11	0.03	0.10	0.07
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.03	0.14	0.00	0.04	0.15

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL19K	0.43	0.54	0.59	0.47	0.49	0.62	0.55
VAL67N	0.43	0.54	0.59	0.48	0.49	0.62	0.57
VAL76Y	0.44	0.54	0.59	0.49	0.49	0.63	0.58
VAL88M	0.42	0.54	0.59	0.45	0.49	0.61	0.53
VAL91A	0.42	0.53	0.57	0.48	0.48	0.61	0.57
VAL94B	0.41	0.52	0.56	0.46	0.47	0.60	0.54
REG16S	0.28	0.36	0.33	0.25	0.31	0.42	0.32
REG19K	0.28	0.37	0.34	0.26	0.32	0.42	0.31
REG67N	0.26	0.35	0.33	0.28	0.33	0.42	0.33
REG76Y	0.28	0.31	0.27	0.26	0.26	0.40	0.31
REG88M	0.24	0.35	0.33	0.22	0.31	0.39	0.26
REG91A	0.28	0.30	0.27	0.25	0.27	0.41	0.31
REG94B	0.25	0.32	0.27	0.24	0.28	0.38	0.29
UNI16S	0.48	0.59	0.68	0.51	0.54	0.68	0.61
UNI19K	0.47	0.60	0.69	0.49	0.55	0.67	0.58
UNI67N	0.46	0.58	0.67	0.52	0.54	0.67	0.59
UNI76Y	0.48	0.56	0.65	0.52	0.50	0.66	0.61
UNI88M	0.41	0.55	0.66	0.40	0.52	0.60	0.47
UNI91A	0.46	0.55	0.63	0.52	0.52	0.66	0.64
UNI94B	0.43	0.55	0.60	0.49	0.50	0.62	0.55

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.528	0.321	0.571
AVG OFF	0.603	0.603	0.525	0.308	0.559

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.10	0.12	0.13	0.08	0.13	0.10
ATTR2	0.11	0.11	0.12	0.12	0.09	0.12	0.10
ATTR3	0.08	0.08	0.08	0.10	0.07	0.08	0.08
ATTR4	0.11	0.10	0.09	0.09	0.11	0.08	0.09
ATTR6	0.10	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.09	0.09	0.09	0.10	0.09	0.08	0.08
ATTR8	0.09	0.09	0.09	0.10	0.08	0.11	0.09
ATTR9	0.09	0.10	0.11	0.07	0.10	0.07	0.09
ATTR10	0.09	0.09	0.08	0.09	0.11	0.08	0.10
ATTR11	0.08	0.09	0.08	0.08	0.10	0.07	0.08
ATTR12	0.09	0.08	0.06	0.07	0.10	0.06	0.07
ATTR13	0.08	0.09	0.09	0.09	0.09	0.08	0.10
ATTR17	0.08	0.08	0.06	0.07	0.08	0.07	0.09
ATTR18	0.11	0.11	0.11	0.11	0.10	0.12	0.12
ATTR20	0.07	0.07	0.08	0.07	0.07	0.09	0.08
ATTR21	0.09	0.09	0.09	0.09	0.09	0.10	0.11
ATTR22	0.09	0.09	0.10	0.10	0.09	0.10	0.10
ATTR23	0.07	0.07	0.08	0.07	0.06	0.08	0.07
ATTR24	0.08	0.09	0.09	0.07	0.11	0.07	0.09
ATTR25	0.08	0.09	0.06	0.06	0.10	0.07	0.09
ATTR26	0.06	0.06	0.06	0.05	0.06	0.07	0.06
ATTR27	0.06	0.07	0.07	0.05	0.07	0.06	0.06
ATTR28	0.04	0.04	0.05	0.05	0.04	0.05	0.04
ATTR29	0.06	0.06	0.07	0.06	0.05	0.06	0.06
ATTR30	0.03	0.02	0.02	0.03	0.02	0.03	0.04
ATTR31	0.06	0.06	0.07	0.09	0.06	0.07	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.66	0.56	0.68	0.94	0.38	1.00	0.58
ATTR2	0.17	0.18	0.34	0.27	0.01	0.42	0.18
ATTR3	-0.28	-0.24	-0.27	-0.18	-0.22	-0.35	-0.13
ATTR4	0.16	0.07	-0.17	-0.17	0.17	-0.21	-0.09
ATTR6	0.25	0.25	0.19	0.21	0.26	0.22	0.23
ATTR7	0.00	0.00	-0.03	0.05	0.04	-0.07	-0.02
ATTR8	0.14	0.14	0.16	0.10	0.10	0.19	0.14
ATTR9	-0.24	-0.07	0.05	-0.41	0.03	-0.39	-0.09
ATTR10	0.18	0.21	0.15	0.21	0.30	0.17	0.25
ATTR11	-0.11	-0.10	-0.07	-0.03	-0.16	-0.06	-0.09
ATTR12	0.14	0.09	-0.01	0.07	0.17	0.01	0.01
ATTR13	0.20	0.24	0.27	0.24	0.23	0.21	0.27
ATTR17	0.27	0.26	0.20	0.23	0.27	0.24	0.27
ATTR18	0.24	0.28	0.29	0.24	0.29	0.30	0.30
ATTR20	-0.06	-0.08	-0.03	-0.07	-0.11	-0.00	-0.06
ATTR21	-0.07	-0.07	-0.11	-0.07	-0.06	-0.08	0.02
ATTR22	0.30	0.30	0.27	0.29	0.33	0.26	0.27
ATTR23	-0.09	-0.12	-0.08	-0.08	-0.14	-0.12	-0.17
ATTR24	0.36	0.36	0.46	0.44	0.38	0.41	0.35
ATTR25	-0.06	-0.09	-0.28	-0.13	-0.07	-0.10	-0.05
ATTR26	0.14	0.14	0.14	0.12	0.10	0.18	0.13
ATTR27	0.11	0.15	0.16	0.04	0.11	0.02	0.05
ATTR28	-0.29	-0.29	-0.31	-0.29	-0.28	-0.18	-0.35
ATTR29	-0.04	-0.06	0.01	-0.10	-0.04	-0.09	-0.08
ATTR30	-0.10	-0.10	-0.17	-0.12	-0.05	-0.14	-0.04
ATTR31	0.44	0.43	0.47	0.54	0.40	0.42	0.53

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.15	0.14	0.22	0.36	0.02	0.27	0.07
ATTR2	0.17	0.17	0.21	0.22	0.08	0.34	0.17
ATTR3	0.06	0.04	0.03	0.05	0.00	0.00	0.15
ATTR4	0.17	0.15	0.13	0.00	0.18	0.05	0.14
ATTR6	0.05	0.03	0.00	0.00	0.04	0.00	0.06
ATTR7	0.09	0.06	0.03	0.10	0.06	0.00	0.00
ATTR8	0.08	0.08	0.09	0.00	0.02	0.20	0.05
ATTR9	0.08	0.15	0.18	0.00	0.20	0.05	0.13
ATTR10	0.11	0.14	0.06	0.15	0.26	0.06	0.10
ATTR11	0.08	0.10	0.05	0.06	0.10	0.00	0.05
ATTR12	0.13	0.09	0.00	0.15	0.20	0.06	0.05
ATTR13	0.03	0.05	0.07	0.10	0.04	0.00	0.05
ATTR17	0.04	0.04	0.02	0.06	0.05	0.06	0.08
ATTR18	0.08	0.07	0.09	0.05	0.06	0.09	0.14
ATTR20	0.07	0.05	0.10	0.11	0.02	0.10	0.07
ATTR21	0.06	0.07	0.08	0.05	0.06	0.09	0.14
ATTR22	0.03	0.03	0.03	0.00	0.02	0.04	0.07
ATTR23	0.07	0.05	0.10	0.11	0.02	0.10	0.07
ATTR24	0.08	0.13	0.18	0.00	0.20	0.05	0.13
ATTR25	0.05	0.06	0.00	0.06	0.09	0.06	0.14
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.02	0.06	0.10	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.07	0.05	0.10	0.11	0.02	0.10	0.07
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.03	0.15	0.00	0.04	0.15

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL19K	0.43	0.54	0.59	0.47	0.49	0.62	0.55
VAL67N	0.43	0.54	0.59	0.48	0.49	0.62	0.57
VAL76Y	0.44	0.54	0.59	0.49	0.49	0.63	0.58
VAL88M	0.42	0.54	0.59	0.45	0.49	0.61	0.53
VAL91A	0.42	0.53	0.57	0.48	0.48	0.61	0.57
VAL94B	0.41	0.52	0.56	0.46	0.47	0.60	0.54
REG16S	0.28	0.36	0.33	0.25	0.31	0.42	0.32
REG19K	0.28	0.37	0.34	0.26	0.32	0.42	0.31
REG67N	0.26	0.35	0.33	0.28	0.33	0.42	0.33
REG76Y	0.28	0.31	0.27	0.26	0.26	0.40	0.31
REG88M	0.24	0.35	0.33	0.22	0.31	0.39	0.26
REG91A	0.28	0.30	0.27	0.25	0.27	0.41	0.31
REG94B	0.25	0.32	0.27	0.24	0.28	0.38	0.29
UNI16S	0.48	0.59	0.68	0.51	0.54	0.68	0.61
UNI19K	0.47	0.60	0.69	0.50	0.55	0.67	0.58
UNI67N	0.46	0.58	0.66	0.52	0.54	0.67	0.59
UNI76Y	0.48	0.56	0.65	0.52	0.50	0.66	0.61
UNI88M	0.41	0.55	0.66	0.40	0.52	0.60	0.47
UNI91A	0.46	0.55	0.63	0.52	0.52	0.67	0.64
UNI94B	0.43	0.55	0.60	0.48	0.50	0.62	0.55

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 2.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.528	0.321	0.571
AVG OFF	0.603	0.603	0.525	0.308	0.559

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.13	0.12	0.16	0.16	0.13	0.13	0.17
ATTR2	0.13	0.12	0.14	0.13	0.12	0.12	0.13
ATTR3	0.09	0.09	0.10	0.11	0.09	0.08	0.13
ATTR4	0.11	0.11	0.10	0.09	0.12	0.10	0.08
ATTR6	0.11	0.11	0.09	0.10	0.10	0.10	0.11
ATTR7	0.10	0.10	0.09	0.12	0.10	0.09	0.10
ATTR8	0.11	0.11	0.11	0.11	0.11	0.11	0.12
ATTR9	0.08	0.10	0.13	0.09	0.10	0.08	0.08
ATTR10	0.07	0.09	0.06	0.08	0.10	0.08	0.08
ATTR11	0.07	0.08	0.06	0.07	0.08	0.08	0.06
ATTR12	0.07	0.07	0.05	0.06	0.07	0.06	0.05
ATTR13	0.07	0.08	0.08	0.08	0.08	0.09	0.09
ATTR17	0.06	0.06	0.04	0.04	0.05	0.05	0.04
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.11
ATTR20	0.07	0.06	0.06	0.06	0.06	0.09	0.07
ATTR21	0.08	0.08	0.07	0.08	0.08	0.08	0.08
ATTR22	0.09	0.09	0.09	0.11	0.10	0.10	0.09
ATTR23	0.07	0.06	0.06	0.05	0.05	0.07	0.05
ATTR24	0.07	0.08	0.08	0.07	0.09	0.07	0.05
ATTR25	0.07	0.08	0.03	0.03	0.07	0.05	0.02
ATTR26	0.06	0.06	0.04	0.04	0.06	0.06	0.04
ATTR27	0.06	0.07	0.09	0.07	0.08	0.06	0.07
ATTR28	0.04	0.04	0.06	0.04	0.04	0.05	0.05
ATTR29	0.06	0.04	0.05	0.04	0.04	0.06	0.04
ATTR30	0.02	0.01	0.01	0.02	0.01	0.02	0.06
ATTR31	0.06	0.06	0.09	0.12	0.08	0.07	0.13

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.95	0.73	0.93	1.02	0.83	1.04	1.01
ATTR2	0.33	0.21	0.34	0.24	0.13	0.35	0.25
ATTR3	-0.35	-0.30	-0.38	-0.17	-0.33	-0.39	0.02
ATTR4	0.09	0.12	-0.14	-0.22	0.16	-0.06	-0.32
ATTR6	0.27	0.25	0.13	0.14	0.19	0.19	0.18
ATTR7	0.00	0.01	-0.05	0.10	0.00	-0.07	-0.06
ATTR8	0.19	0.20	0.18	0.13	0.17	0.21	0.14
ATTR9	-0.47	-0.18	0.06	-0.29	-0.16	-0.38	-0.30
ATTR10	0.09	0.18	0.06	0.13	0.25	0.13	0.16
ATTR11	-0.12	-0.14	-0.11	-0.05	-0.19	-0.05	-0.05
ATTR12	0.08	0.05	-0.02	0.02	0.05	0.01	-0.01
ATTR13	0.16	0.21	0.20	0.21	0.20	0.23	0.23
ATTR17	0.19	0.20	0.19	0.15	0.20	0.15	0.13
ATTR18	0.27	0.33	0.47	0.39	0.38	0.32	0.35
ATTR20	-0.06	-0.10	-0.09	-0.08	-0.12	0.07	-0.04
ATTR21	-0.14	-0.13	-0.22	-0.14	-0.15	-0.20	-0.04
ATTR22	0.27	0.29	0.20	0.24	0.32	0.25	0.11
ATTR23	-0.04	-0.10	-0.14	-0.13	-0.15	-0.08	-0.15
ATTR24	0.38	0.36	0.43	0.42	0.39	0.47	0.40
ATTR25	-0.07	-0.09	-0.39	-0.28	-0.20	-0.25	-0.30
ATTR26	0.17	0.16	0.12	0.12	0.14	0.19	0.17
ATTR27	0.14	0.18	0.28	0.17	0.24	0.09	0.15
ATTR28	-0.25	-0.27	-0.24	-0.31	-0.29	-0.23	-0.35
ATTR29	-0.10	-0.13	-0.08	-0.21	-0.15	-0.05	-0.28
ATTR30	-0.19	-0.18	-0.29	-0.23	-0.21	-0.19	-0.02
ATTR31	0.42	0.45	0.50	0.66	0.50	0.43	0.65

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.21	0.18	0.33	0.41	0.28	0.27	0.33
ATTR2	0.25	0.20	0.33	0.29	0.23	0.28	0.33
ATTR3	0.04	0.02	0.00	0.06	0.00	0.00	0.48
ATTR4	0.17	0.21	0.17	0.10	0.22	0.13	0.00
ATTR6	0.12	0.08	0.00	0.00	0.00	0.00	0.00
ATTR7	0.14	0.12	0.05	0.12	0.07	0.04	0.00
ATTR8	0.16	0.16	0.05	0.06	0.12	0.19	0.00
ATTR9	0.05	0.13	0.17	0.10	0.15	0.09	0.00
ATTR10	0.05	0.11	0.00	0.10	0.14	0.05	0.00
ATTR11	0.02	0.04	0.00	0.00	0.00	0.00	0.00
ATTR12	0.05	0.07	0.00	0.05	0.09	0.05	0.00
ATTR13	0.05	0.06	0.06	0.10	0.06	0.13	0.00
ATTR17	0.05	0.02	0.00	0.00	0.00	0.00	0.00
ATTR18	0.05	0.02	0.04	0.00	0.00	0.04	0.00
ATTR20	0.02	0.00	0.04	0.00	0.00	0.13	0.00
ATTR21	0.05	0.02	0.04	0.00	0.00	0.04	0.00
ATTR22	0.02	0.00	0.04	0.00	0.00	0.04	0.00
ATTR23	0.02	0.00	0.04	0.00	0.00	0.08	0.00
ATTR24	0.05	0.11	0.17	0.10	0.15	0.09	0.00
ATTR25	0.07	0.06	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.02	0.00	0.04	0.00	0.00	0.08	0.00
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.05	0.26	0.00	0.00	0.48

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.56	0.60	0.50	0.50	0.65	0.60
VAL19K	0.45	0.56	0.61	0.49	0.51	0.65	0.58
VAL67N	0.45	0.56	0.62	0.52	0.51	0.66	0.61
VAL76Y	0.45	0.56	0.61	0.52	0.51	0.65	0.62
VAL88M	0.45	0.56	0.62	0.49	0.51	0.65	0.58
VAL91A	0.44	0.55	0.59	0.50	0.49	0.63	0.59
VAL94B	0.45	0.55	0.60	0.52	0.49	0.65	0.62
REG16S	0.30	0.34	0.30	0.26	0.29	0.44	0.34
REG19K	0.29	0.37	0.34	0.27	0.32	0.44	0.33
REG67N	0.25	0.31	0.34	0.29	0.30	0.40	0.33
REG76Y	0.25	0.27	0.25	0.27	0.24	0.37	0.30
REG88M	0.27	0.34	0.33	0.26	0.29	0.40	0.30
REG91A	0.28	0.31	0.29	0.26	0.28	0.42	0.33
REG94B	0.25	0.25	0.23	0.28	0.21	0.36	0.34
UNI16S	0.50	0.61	0.68	0.54	0.56	0.71	0.66
UNI19K	0.49	0.62	0.71	0.51	0.57	0.70	0.62
UNI67N	0.50	0.63	0.73	0.56	0.58	0.73	0.65
UNI76Y	0.50	0.61	0.70	0.55	0.55	0.70	0.65
UNI88M	0.49	0.62	0.74	0.51	0.58	0.71	0.62
UNI91A	0.49	0.59	0.68	0.54	0.55	0.70	0.65
UNI94B	0.47	0.52	0.57	0.58	0.45	0.62	0.67

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.560	0.333	0.620
AVG OFF	0.603	0.603	0.552	0.304	0.598

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.13	0.12	0.16	0.16	0.13	0.15	0.16
ATTR2	0.13	0.12	0.14	0.13	0.12	0.13	0.13
ATTR3	0.09	0.09	0.10	0.11	0.09	0.09	0.12
ATTR4	0.11	0.12	0.10	0.09	0.12	0.08	0.09
ATTR6	0.11	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.10	0.10	0.09	0.12	0.10	0.08	0.09
ATTR8	0.11	0.11	0.11	0.11	0.11	0.12	0.11
ATTR9	0.08	0.10	0.11	0.09	0.10	0.06	0.09
ATTR10	0.07	0.09	0.06	0.08	0.09	0.07	0.07
ATTR11	0.07	0.08	0.06	0.07	0.07	0.07	0.06
ATTR12	0.07	0.07	0.05	0.06	0.07	0.05	0.05
ATTR13	0.07	0.08	0.07	0.08	0.08	0.08	0.07
ATTR17	0.06	0.06	0.05	0.05	0.05	0.05	0.05
ATTR18	0.10	0.10	0.11	0.11	0.10	0.12	0.12
ATTR20	0.07	0.06	0.07	0.07	0.06	0.11	0.08
ATTR21	0.08	0.08	0.08	0.08	0.08	0.09	0.09
ATTR22	0.09	0.08	0.09	0.11	0.09	0.10	0.10
ATTR23	0.07	0.06	0.07	0.06	0.05	0.09	0.07
ATTR24	0.07	0.08	0.07	0.07	0.09	0.05	0.07
ATTR25	0.07	0.08	0.04	0.03	0.07	0.03	0.03
ATTR26	0.06	0.06	0.04	0.04	0.06	0.07	0.04
ATTR27	0.06	0.07	0.08	0.06	0.08	0.05	0.07
ATTR28	0.04	0.04	0.05	0.04	0.04	0.06	0.04
ATTR29	0.06	0.04	0.06	0.04	0.04	0.08	0.06
ATTR30	0.02	0.01	0.02	0.02	0.01	0.03	0.04
ATTR31	0.06	0.06	0.09	0.12	0.07	0.07	0.12

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.96	0.69	1.02	1.04	0.82	1.18	1.04
ATTR2	0.33	0.21	0.42	0.24	0.14	0.50	0.30
ATTR3	-0.35	-0.29	-0.34	-0.21	-0.30	-0.40	-0.12
ATTR4	0.13	0.16	-0.17	-0.16	0.23	-0.23	-0.24
ATTR6	0.26	0.25	0.14	0.14	0.20	0.17	0.15
ATTR7	-0.02	0.01	-0.07	0.06	-0.01	-0.13	-0.05
ATTR8	0.20	0.20	0.19	0.14	0.18	0.21	0.16
ATTR9	-0.51	-0.16	-0.14	-0.31	-0.24	-0.57	-0.28
ATTR10	0.08	0.15	0.11	0.14	0.22	0.09	0.11
ATTR11	-0.10	-0.13	-0.12	-0.07	-0.20	0.03	-0.05
ATTR12	0.07	0.04	-0.01	0.03	0.05	-0.02	-0.01
ATTR13	0.16	0.22	0.18	0.21	0.18	0.23	0.19
ATTR17	0.19	0.21	0.18	0.17	0.20	0.13	0.17
ATTR18	0.27	0.31	0.34	0.36	0.36	0.28	0.37
ATTR20	-0.05	-0.11	-0.05	-0.07	-0.12	0.16	0.00
ATTR21	-0.14	-0.12	-0.16	-0.13	-0.14	-0.19	-0.15
ATTR22	0.27	0.29	0.22	0.26	0.32	0.19	0.19
ATTR23	-0.03	-0.10	-0.08	-0.13	-0.13	-0.06	-0.10
ATTR24	0.38	0.34	0.44	0.43	0.38	0.46	0.43
ATTR25	-0.05	-0.08	-0.34	-0.26	-0.15	-0.25	-0.29
ATTR26	0.16	0.15	0.13	0.11	0.14	0.23	0.14
ATTR27	0.14	0.21	0.23	0.15	0.23	-0.02	0.15
ATTR28	-0.26	-0.27	-0.29	-0.32	-0.28	-0.16	-0.39
ATTR29	-0.10	-0.14	-0.05	-0.18	-0.15	-0.02	-0.12
ATTR30	-0.18	-0.17	-0.27	-0.23	-0.21	-0.17	-0.17
ATTR31	0.42	0.45	0.51	0.65	0.49	0.36	0.64

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.21	0.18	0.33	0.42	0.27	0.29	0.37
ATTR2	0.25	0.20	0.30	0.31	0.22	0.32	0.28
ATTR3	0.05	0.03	0.05	0.06	0.04	0.00	0.13
ATTR4	0.18	0.22	0.13	0.09	0.21	0.00	0.08
ATTR6	0.10	0.08	0.00	0.00	0.04	0.00	0.00
ATTR7	0.12	0.12	0.06	0.11	0.10	0.00	0.00
ATTR8	0.17	0.16	0.11	0.06	0.15	0.26	0.00
ATTR9	0.04	0.13	0.13	0.09	0.11	0.00	0.08
ATTR10	0.04	0.09	0.02	0.10	0.11	0.00	0.00
ATTR11	0.02	0.05	0.00	0.00	0.00	0.00	0.00
ATTR12	0.04	0.05	0.00	0.05	0.07	0.00	0.00
ATTR13	0.06	0.07	0.03	0.10	0.05	0.16	0.00
ATTR17	0.04	0.03	0.00	0.00	0.00	0.00	0.00
ATTR18	0.05	0.02	0.05	0.00	0.00	0.06	0.09
ATTR20	0.03	0.00	0.05	0.00	0.00	0.20	0.09
ATTR21	0.05	0.02	0.05	0.00	0.00	0.06	0.09
ATTR22	0.03	0.00	0.05	0.00	0.00	0.06	0.09
ATTR23	0.03	0.00	0.05	0.00	0.00	0.13	0.09
ATTR24	0.04	0.11	0.13	0.09	0.11	0.00	0.08
ATTR25	0.06	0.06	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.01	0.03	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.03	0.00	0.05	0.00	0.00	0.13	0.09
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.06	0.24	0.00	0.00	0.23

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.55	0.60	0.50	0.50	0.64	0.60
VAL19K	0.45	0.56	0.62	0.49	0.51	0.65	0.58
VAL67N	0.45	0.56	0.61	0.52	0.51	0.65	0.61
VAL76Y	0.45	0.56	0.61	0.51	0.50	0.65	0.61
VAL88M	0.45	0.56	0.62	0.50	0.51	0.65	0.59
VAL91A	0.43	0.53	0.57	0.50	0.48	0.62	0.59
VAL94B	0.44	0.54	0.59	0.51	0.49	0.64	0.61
REG16S	0.31	0.34	0.30	0.26	0.29	0.44	0.34
REG19K	0.30	0.37	0.34	0.27	0.33	0.44	0.33
REG67N	0.27	0.31	0.32	0.29	0.30	0.41	0.34
REG76Y	0.26	0.27	0.26	0.26	0.24	0.37	0.30
REG88M	0.29	0.35	0.33	0.26	0.30	0.42	0.31
REG91A	0.27	0.26	0.23	0.24	0.23	0.39	0.32
REG94B	0.25	0.27	0.25	0.29	0.24	0.38	0.33
UNI16S	0.50	0.60	0.68	0.54	0.56	0.71	0.67
UNI19K	0.49	0.62	0.70	0.51	0.57	0.70	0.62
UNI67N	0.50	0.61	0.71	0.57	0.57	0.73	0.67
UNI76Y	0.50	0.61	0.70	0.55	0.55	0.71	0.65
UNI88M	0.50	0.62	0.73	0.53	0.57	0.72	0.65
UNI91A	0.45	0.51	0.57	0.51	0.48	0.64	0.64
UNI94B	0.47	0.56	0.64	0.57	0.51	0.67	0.65

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.554	0.326	0.606
AVG OFF	0.603	0.603	0.548	0.305	0.597

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.13	0.12	0.16	0.16	0.13	0.14	0.16
ATTR2	0.13	0.12	0.14	0.13	0.12	0.13	0.12
ATTR3	0.09	0.09	0.10	0.11	0.09	0.09	0.12
ATTR4	0.11	0.12	0.10	0.09	0.12	0.08	0.08
ATTR6	0.11	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.10	0.10	0.09	0.12	0.10	0.08	0.09
ATTR8	0.11	0.11	0.11	0.11	0.11	0.12	0.11
ATTR9	0.08	0.10	0.11	0.08	0.10	0.06	0.09
ATTR10	0.07	0.09	0.06	0.08	0.09	0.07	0.07
ATTR11	0.07	0.08	0.06	0.07	0.08	0.07	0.06
ATTR12	0.07	0.07	0.05	0.06	0.07	0.05	0.05
ATTR13	0.07	0.08	0.07	0.08	0.08	0.09	0.08
ATTR17	0.05	0.06	0.04	0.04	0.05	0.05	0.05
ATTR18	0.10	0.10	0.11	0.11	0.10	0.12	0.12
ATTR20	0.07	0.06	0.07	0.07	0.06	0.11	0.08
ATTR21	0.08	0.08	0.08	0.08	0.07	0.09	0.09
ATTR22	0.09	0.09	0.09	0.11	0.09	0.10	0.10
ATTR23	0.07	0.06	0.07	0.06	0.05	0.09	0.07
ATTR24	0.07	0.08	0.08	0.07	0.09	0.05	0.06
ATTR25	0.07	0.08	0.03	0.03	0.07	0.04	0.03
ATTR26	0.06	0.06	0.04	0.04	0.06	0.07	0.04
ATTR27	0.07	0.07	0.08	0.06	0.08	0.05	0.06
ATTR28	0.04	0.04	0.05	0.04	0.04	0.06	0.04
ATTR29	0.06	0.04	0.06	0.04	0.04	0.07	0.05
ATTR30	0.02	0.01	0.01	0.02	0.01	0.03	0.04
ATTR31	0.06	0.06	0.09	0.12	0.07	0.06	0.12

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.93	0.68	1.01	1.06	0.82	1.18	0.99
ATTR2	0.31	0.19	0.39	0.25	0.13	0.51	0.28
ATTR3	-0.34	-0.29	-0.35	-0.18	-0.32	-0.39	-0.06
ATTR4	0.14	0.14	-0.17	-0.19	0.20	-0.24	-0.26
ATTR6	0.26	0.25	0.14	0.13	0.20	0.18	0.16
ATTR7	-0.00	0.01	-0.06	0.07	0.01	-0.14	-0.05
ATTR8	0.20	0.20	0.19	0.13	0.17	0.22	0.16
ATTR9	-0.49	-0.15	-0.09	-0.34	-0.20	-0.58	-0.27
ATTR10	0.09	0.16	0.09	0.13	0.22	0.09	0.13
ATTR11	-0.11	-0.14	-0.12	-0.05	-0.20	0.04	-0.05
ATTR12	0.07	0.04	-0.01	0.02	0.06	-0.03	-0.01
ATTR13	0.16	0.22	0.19	0.20	0.19	0.24	0.20
ATTR17	0.19	0.21	0.18	0.16	0.19	0.13	0.16
ATTR18	0.27	0.31	0.38	0.36	0.36	0.29	0.35
ATTR20	-0.06	-0.12	-0.07	-0.07	-0.12	0.17	0.00
ATTR21	-0.14	-0.12	-0.17	-0.13	-0.15	-0.20	-0.12
ATTR22	0.27	0.30	0.21	0.25	0.32	0.18	0.18
ATTR23	-0.03	-0.10	-0.10	-0.12	-0.13	-0.06	-0.10
ATTR24	0.38	0.35	0.44	0.42	0.40	0.46	0.43
ATTR25	-0.05	-0.09	-0.35	-0.26	-0.18	-0.25	-0.29
ATTR26	0.16	0.15	0.13	0.12	0.14	0.23	0.14
ATTR27	0.15	0.21	0.25	0.15	0.24	-0.02	0.13
ATTR28	-0.26	-0.27	-0.27	-0.32	-0.28	-0.14	-0.40
ATTR29	-0.11	-0.13	-0.07	-0.19	-0.15	-0.04	-0.14
ATTR30	-0.18	-0.18	-0.28	-0.23	-0.20	-0.16	-0.12
ATTR31	0.43	0.45	0.50	0.66	0.48	0.34	0.67

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.20	0.18	0.33	0.44	0.27	0.29	0.35
ATTR2	0.24	0.19	0.31	0.31	0.23	0.34	0.26
ATTR3	0.05	0.03	0.04	0.07	0.03	0.00	0.20
ATTR4	0.19	0.21	0.14	0.08	0.21	0.00	0.07
ATTR6	0.11	0.08	0.00	0.00	0.03	0.00	0.00
ATTR7	0.13	0.12	0.06	0.12	0.09	0.00	0.00
ATTR8	0.17	0.16	0.10	0.07	0.13	0.28	0.00
ATTR9	0.05	0.14	0.14	0.08	0.12	0.00	0.07
ATTR10	0.04	0.09	0.02	0.09	0.12	0.00	0.00
ATTR11	0.02	0.05	0.00	0.00	0.00	0.00	0.00
ATTR12	0.04	0.06	0.00	0.04	0.09	0.00	0.00
ATTR13	0.05	0.07	0.04	0.09	0.04	0.16	0.00
ATTR17	0.04	0.03	0.00	0.00	0.00	0.00	0.00
ATTR18	0.05	0.02	0.04	0.00	0.00	0.05	0.09
ATTR20	0.03	0.00	0.04	0.00	0.00	0.19	0.09
ATTR21	0.05	0.02	0.04	0.00	0.00	0.05	0.09
ATTR22	0.03	0.00	0.04	0.00	0.00	0.05	0.09
ATTR23	0.03	0.00	0.04	0.00	0.00	0.12	0.09
ATTR24	0.05	0.11	0.14	0.08	0.12	0.00	0.07
ATTR25	0.06	0.06	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.01	0.02	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.03	0.00	0.04	0.00	0.00	0.12	0.09
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.05	0.27	0.00	0.00	0.29

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.56	0.60	0.50	0.50	0.64	0.59
VAL19K	0.45	0.56	0.62	0.49	0.51	0.65	0.58
VAL67N	0.45	0.56	0.62	0.52	0.51	0.65	0.61
VAL76Y	0.45	0.55	0.60	0.52	0.50	0.65	0.61
VAL88M	0.45	0.56	0.62	0.49	0.51	0.65	0.59
VAL91A	0.43	0.53	0.57	0.50	0.48	0.62	0.59
VAL94B	0.44	0.54	0.59	0.51	0.49	0.64	0.61
REG16S	0.30	0.34	0.30	0.26	0.29	0.44	0.34
REG19K	0.29	0.37	0.34	0.27	0.33	0.44	0.33
REG67N	0.27	0.31	0.32	0.29	0.30	0.41	0.34
REG76Y	0.26	0.26	0.24	0.26	0.24	0.37	0.30
REG88M	0.28	0.34	0.33	0.26	0.30	0.41	0.31
REG91A	0.27	0.26	0.23	0.24	0.23	0.39	0.32
REG94B	0.25	0.27	0.24	0.29	0.24	0.37	0.34
UNI16S	0.50	0.60	0.68	0.54	0.56	0.71	0.67
UNI19K	0.49	0.62	0.71	0.50	0.57	0.70	0.62
UNI67N	0.50	0.62	0.72	0.57	0.58	0.73	0.67
UNI76Y	0.50	0.60	0.69	0.55	0.55	0.70	0.65
UNI88M	0.50	0.62	0.74	0.53	0.58	0.71	0.64
UNI91A	0.46	0.52	0.58	0.52	0.48	0.64	0.65
UNI94B	0.46	0.54	0.61	0.58	0.49	0.66	0.65

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.556	0.328	0.609
AVG OFF	0.603	0.603	0.549	0.303	0.595

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.13	0.12	0.16	0.16	0.13	0.14	0.16
ATTR2	0.13	0.12	0.14	0.13	0.12	0.13	0.12
ATTR3	0.09	0.09	0.10	0.11	0.09	0.09	0.12
ATTR4	0.11	0.12	0.10	0.09	0.12	0.08	0.08
ATTR6	0.11	0.10	0.09	0.10	0.10	0.10	0.10
ATTR7	0.10	0.10	0.09	0.12	0.10	0.08	0.09
ATTR8	0.11	0.11	0.11	0.11	0.11	0.12	0.11
ATTR9	0.08	0.10	0.11	0.08	0.10	0.06	0.09
ATTR10	0.07	0.09	0.06	0.08	0.09	0.07	0.07
ATTR11	0.07	0.08	0.06	0.07	0.08	0.07	0.06
ATTR12	0.07	0.07	0.05	0.06	0.07	0.05	0.05
ATTR13	0.07	0.08	0.07	0.08	0.08	0.09	0.08
ATTR17	0.05	0.06	0.04	0.04	0.05	0.05	0.05
ATTR18	0.10	0.10	0.11	0.11	0.10	0.12	0.12
ATTR20	0.07	0.06	0.07	0.07	0.06	0.11	0.08
ATTR21	0.08	0.08	0.08	0.08	0.07	0.09	0.09
ATTR22	0.09	0.09	0.09	0.11	0.09	0.10	0.10
ATTR23	0.07	0.06	0.07	0.06	0.05	0.09	0.07
ATTR24	0.07	0.08	0.08	0.07	0.09	0.05	0.06
ATTR25	0.07	0.08	0.03	0.03	0.07	0.04	0.03
ATTR26	0.06	0.06	0.04	0.04	0.06	0.07	0.04
ATTR27	0.07	0.07	0.08	0.06	0.08	0.05	0.06
ATTR28	0.04	0.04	0.05	0.04	0.04	0.06	0.04
ATTR29	0.06	0.04	0.06	0.04	0.04	0.08	0.05
ATTR30	0.02	0.01	0.01	0.02	0.01	0.03	0.04
ATTR31	0.06	0.06	0.09	0.12	0.07	0.07	0.12

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.93	0.68	1.01	1.06	0.82	1.18	1.00
ATTR2	0.31	0.20	0.39	0.25	0.13	0.51	0.29
ATTR3	-0.34	-0.29	-0.35	-0.18	-0.31	-0.39	-0.07
ATTR4	0.14	0.15	-0.17	-0.19	0.20	-0.24	-0.26
ATTR6	0.26	0.25	0.14	0.13	0.20	0.18	0.15
ATTR7	-0.01	0.01	-0.06	0.07	0.00	-0.14	-0.05
ATTR8	0.20	0.20	0.19	0.13	0.17	0.22	0.16
ATTR9	-0.49	-0.15	-0.09	-0.34	-0.20	-0.58	-0.27
ATTR10	0.09	0.16	0.09	0.13	0.22	0.09	0.13
ATTR11	-0.11	-0.14	-0.12	-0.05	-0.20	0.04	-0.05
ATTR12	0.07	0.04	-0.01	0.02	0.06	-0.03	-0.01
ATTR13	0.16	0.22	0.19	0.20	0.19	0.23	0.20
ATTR17	0.19	0.21	0.18	0.16	0.19	0.13	0.16
ATTR18	0.27	0.31	0.38	0.36	0.36	0.28	0.35
ATTR20	-0.06	-0.12	-0.07	-0.07	-0.12	0.17	0.00
ATTR21	-0.14	-0.12	-0.17	-0.13	-0.15	-0.20	-0.12
ATTR22	0.27	0.30	0.21	0.25	0.32	0.18	0.18
ATTR23	-0.03	-0.10	-0.10	-0.12	-0.13	-0.06	-0.10
ATTR24	0.38	0.35	0.44	0.42	0.40	0.46	0.43
ATTR25	-0.05	-0.09	-0.35	-0.26	-0.18	-0.25	-0.29
ATTR26	0.16	0.15	0.13	0.12	0.14	0.23	0.14
ATTR27	0.15	0.21	0.25	0.15	0.24	-0.02	0.13
ATTR28	-0.26	-0.27	-0.27	-0.32	-0.28	-0.15	-0.40
ATTR29	-0.11	-0.13	-0.07	-0.19	-0.15	-0.04	-0.14
ATTR30	-0.18	-0.18	-0.28	-0.23	-0.20	-0.17	-0.13
ATTR31	0.43	0.45	0.50	0.66	0.48	0.34	0.66

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.20	0.18	0.33	0.44	0.27	0.29	0.36
ATTR2	0.24	0.19	0.31	0.31	0.23	0.34	0.27
ATTR3	0.05	0.03	0.04	0.07	0.03	0.00	0.19
ATTR4	0.18	0.21	0.14	0.08	0.21	0.00	0.07
ATTR6	0.11	0.08	0.00	0.00	0.03	0.00	0.00
ATTR7	0.13	0.12	0.06	0.12	0.09	0.00	0.00
ATTR8	0.17	0.16	0.10	0.07	0.13	0.28	0.00
ATTR9	0.05	0.13	0.14	0.08	0.12	0.00	0.07
ATTR10	0.04	0.09	0.02	0.09	0.12	0.00	0.00
ATTR11	0.02	0.05	0.00	0.00	0.00	0.00	0.00
ATTR12	0.04	0.06	0.00	0.04	0.08	0.00	0.00
ATTR13	0.05	0.07	0.04	0.09	0.04	0.16	0.00
ATTR17	0.04	0.03	0.00	0.00	0.00	0.00	0.00
ATTR18	0.05	0.02	0.05	0.00	0.00	0.05	0.09
ATTR20	0.03	0.00	0.05	0.00	0.00	0.19	0.09
ATTR21	0.05	0.02	0.05	0.00	0.00	0.05	0.09
ATTR22	0.03	0.00	0.05	0.00	0.00	0.05	0.09
ATTR23	0.03	0.00	0.05	0.00	0.00	0.12	0.09
ATTR24	0.05	0.11	0.14	0.08	0.12	0.00	0.07
ATTR25	0.06	0.06	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.01	0.02	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.03	0.00	0.05	0.00	0.00	0.12	0.09
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.06	0.27	0.00	0.00	0.28

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.56	0.60	0.50	0.50	0.64	0.59
VAL19K	0.45	0.56	0.62	0.49	0.51	0.65	0.58
VAL67N	0.45	0.56	0.62	0.52	0.51	0.65	0.61
VAL76Y	0.45	0.55	0.60	0.52	0.50	0.65	0.61
VAL88M	0.45	0.56	0.62	0.49	0.51	0.65	0.59
VAL91A	0.43	0.53	0.57	0.50	0.48	0.62	0.59
VAL94B	0.44	0.54	0.59	0.51	0.49	0.64	0.61
REG16S	0.30	0.34	0.30	0.26	0.29	0.44	0.34
REG19K	0.29	0.37	0.34	0.27	0.33	0.44	0.33
REG67N	0.27	0.31	0.32	0.29	0.30	0.41	0.34
REG76Y	0.26	0.26	0.24	0.26	0.24	0.37	0.30
REG88M	0.28	0.34	0.33	0.26	0.30	0.41	0.31
REG91A	0.27	0.26	0.23	0.24	0.23	0.39	0.32
REG94B	0.25	0.27	0.24	0.29	0.24	0.37	0.34
UNI16S	0.50	0.60	0.68	0.54	0.56	0.71	0.67
UNI19K	0.49	0.62	0.71	0.51	0.57	0.70	0.62
UNI67N	0.50	0.62	0.72	0.57	0.58	0.73	0.67
UNI76Y	0.50	0.60	0.69	0.55	0.55	0.70	0.65
UNI88M	0.50	0.62	0.74	0.53	0.58	0.71	0.64
UNI91A	0.46	0.52	0.58	0.52	0.48	0.64	0.65
UNI94B	0.46	0.54	0.62	0.58	0.49	0.66	0.65

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.556	0.328	0.609
AVG OFF	0.603	0.603	0.549	0.303	0.595

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.09	0.12	0.14	0.09	0.11	0.12
ATTR2	0.10	0.09	0.11	0.11	0.09	0.10	0.10
ATTR3	0.07	0.06	0.08	0.08	0.07	0.07	0.07
ATTR4	0.10	0.09	0.08	0.08	0.11	0.07	0.06
ATTR6	0.10	0.09	0.10	0.11	0.10	0.09	0.09
ATTR7	0.09	0.09	0.08	0.11	0.09	0.08	0.06
ATTR8	0.08	0.08	0.10	0.12	0.08	0.10	0.10
ATTR9	0.07	0.08	0.09	0.07	0.09	0.07	0.05
ATTR10	0.07	0.11	0.07	0.09	0.11	0.09	0.05
ATTR11	0.08	0.11	0.07	0.08	0.09	0.08	0.04
ATTR12	0.09	0.09	0.06	0.07	0.11	0.06	0.04
ATTR13	0.06	0.09	0.07	0.09	0.08	0.07	0.04
ATTR17	0.09	0.09	0.07	0.05	0.09	0.11	0.08
ATTR18	0.11	0.12	0.13	0.11	0.11	0.13	0.16
ATTR20	0.10	0.08	0.09	0.08	0.07	0.09	0.13
ATTR21	0.10	0.10	0.10	0.07	0.09	0.11	0.14
ATTR22	0.10	0.10	0.12	0.12	0.09	0.11	0.14
ATTR23	0.09	0.07	0.08	0.06	0.06	0.08	0.09
ATTR24	0.06	0.09	0.08	0.06	0.09	0.07	0.05
ATTR25	0.08	0.10	0.07	0.04	0.09	0.09	0.08
ATTR26	0.06	0.07	0.06	0.06	0.06	0.07	0.07
ATTR27	0.05	0.06	0.07	0.06	0.07	0.06	0.05
ATTR28	0.04	0.04	0.05	0.06	0.05	0.06	0.05
ATTR29	0.08	0.06	0.07	0.05	0.05	0.07	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.06	0.08	0.10	0.06	0.08	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.75	0.51	0.82	1.05	0.40	0.86	0.97
ATTR2	0.18	0.02	0.29	0.19	-0.01	0.28	0.35
ATTR3	-0.36	-0.24	-0.31	-0.37	-0.21	-0.29	-0.34
ATTR4	0.21	0.10	-0.18	-0.13	0.21	-0.16	-0.16
ATTR6	0.25	0.24	0.21	0.23	0.25	0.22	0.19
ATTR7	0.01	0.03	-0.03	0.06	0.05	-0.05	-0.10
ATTR8	0.10	0.07	0.19	0.16	0.07	0.18	0.16
ATTR9	-0.41	-0.17	-0.12	-0.38	-0.07	-0.31	-0.43
ATTR10	0.10	0.27	0.14	0.20	0.29	0.21	0.08
ATTR11	-0.07	0.04	-0.05	-0.04	-0.14	-0.03	-0.06
ATTR12	0.23	0.11	0.02	0.06	0.22	0.04	0.02
ATTR13	0.12	0.23	0.20	0.25	0.20	0.18	0.09
ATTR17	0.28	0.28	0.22	0.17	0.30	0.36	0.25
ATTR18	0.18	0.33	0.34	0.35	0.35	0.31	0.44
ATTR20	0.09	-0.02	0.02	0.01	-0.08	-0.04	0.12
ATTR21	-0.10	-0.05	-0.11	-0.25	-0.08	-0.01	-0.06
ATTR22	0.30	0.31	0.31	0.33	0.29	0.28	0.27
ATTR23	-0.06	-0.19	-0.16	-0.12	-0.20	-0.21	-0.26
ATTR24	0.32	0.35	0.43	0.41	0.37	0.29	0.24
ATTR25	-0.01	-0.02	-0.16	-0.20	-0.08	0.03	0.07
ATTR26	0.13	0.11	0.13	0.15	0.10	0.13	0.16
ATTR27	-0.03	0.03	0.05	0.04	0.06	-0.01	-0.05
ATTR28	-0.29	-0.28	-0.25	-0.18	-0.24	-0.17	-0.25
ATTR29	0.09	-0.02	-0.04	-0.20	-0.06	-0.09	0.01
ATTR30	-0.06	0.01	-0.11	-0.09	0.05	-0.09	-0.17
ATTR31	0.44	0.42	0.48	0.53	0.41	0.46	0.45

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.16	0.09	0.22	0.50	0.11	0.26	0.19
ATTR2	0.11	0.05	0.11	0.18	0.05	0.11	0.09
ATTR3	0.00	0.00	0.06	0.00	0.00	0.00	0.00
ATTR4	0.09	0.04	0.06	0.00	0.14	0.00	0.00
ATTR6	0.03	0.00	0.00	0.00	0.00	0.00	0.00
ATTR7	0.09	0.04	0.00	0.00	0.10	0.00	0.00
ATTR8	0.08	0.05	0.10	0.18	0.05	0.15	0.09
ATTR9	0.00	0.05	0.17	0.00	0.05	0.00	0.00
ATTR10	0.10	0.27	0.11	0.16	0.28	0.15	0.00
ATTR11	0.06	0.22	0.11	0.00	0.15	0.10	0.00
ATTR12	0.16	0.08	0.00	0.16	0.21	0.05	0.00
ATTR13	0.00	0.13	0.11	0.16	0.15	0.05	0.00
ATTR17	0.03	0.04	0.00	0.00	0.05	0.15	0.00
ATTR18	0.14	0.15	0.14	0.00	0.10	0.16	0.27
ATTR20	0.14	0.05	0.05	0.00	0.00	0.06	0.08
ATTR21	0.14	0.19	0.14	0.00	0.10	0.21	0.27
ATTR22	0.14	0.14	0.17	0.35	0.11	0.17	0.28
ATTR23	0.14	0.05	0.05	0.00	0.00	0.06	0.08
ATTR24	0.00	0.05	0.17	0.00	0.11	0.05	0.00
ATTR25	0.03	0.09	0.04	0.00	0.05	0.10	0.08
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.00	0.06	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.05	0.00
ATTR29	0.14	0.05	0.05	0.00	0.00	0.06	0.08
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.41	0.52	0.56	0.47	0.47	0.60	0.55
VAL19K	0.41	0.52	0.56	0.44	0.46	0.59	0.52
VAL67N	0.41	0.52	0.55	0.47	0.47	0.60	0.56
VAL76Y	0.44	0.54	0.58	0.49	0.49	0.63	0.59
VAL88M	0.42	0.53	0.58	0.45	0.48	0.60	0.54
VAL91A	0.40	0.50	0.54	0.45	0.45	0.59	0.54
VAL94B	0.37	0.46	0.49	0.45	0.42	0.55	0.52
REG16S	0.26	0.32	0.29	0.24	0.27	0.41	0.31
REG19K	0.24	0.32	0.28	0.21	0.26	0.37	0.24
REG67N	0.25	0.31	0.28	0.26	0.29	0.41	0.31
REG76Y	0.24	0.27	0.24	0.22	0.23	0.38	0.28
REG88M	0.24	0.33	0.32	0.22	0.28	0.38	0.27
REG91A	0.25	0.28	0.25	0.22	0.24	0.37	0.28
REG94B	0.24	0.25	0.19	0.23	0.21	0.35	0.28
UNI16S	0.41	0.48	0.55	0.47	0.44	0.59	0.56
UNI19K	0.41	0.49	0.56	0.40	0.44	0.56	0.46
UNI67N	0.45	0.56	0.64	0.50	0.51	0.65	0.56
UNI76Y	0.50	0.56	0.67	0.53	0.51	0.70	0.65
UNI88M	0.44	0.53	0.63	0.41	0.49	0.60	0.49
UNI91A	0.40	0.46	0.53	0.44	0.42	0.56	0.51
UNI94B	0.31	0.34	0.38	0.40	0.32	0.45	0.45

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.509	0.288	0.507
AVG OFF	0.603	0.603	0.505	0.277	0.496

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.11	0.10	0.13	0.13	0.09	0.13	0.12
ATTR2	0.10	0.09	0.11	0.12	0.10	0.11	0.10
ATTR3	0.07	0.07	0.08	0.09	0.07	0.08	0.07
ATTR4	0.09	0.10	0.08	0.08	0.11	0.07	0.06
ATTR6	0.09	0.09	0.09	0.11	0.10	0.10	0.09
ATTR7	0.09	0.09	0.08	0.10	0.10	0.08	0.06
ATTR8	0.09	0.09	0.11	0.11	0.08	0.12	0.10
ATTR9	0.06	0.08	0.08	0.07	0.09	0.06	0.05
ATTR10	0.07	0.11	0.08	0.08	0.11	0.07	0.05
ATTR11	0.07	0.10	0.08	0.07	0.09	0.07	0.04
ATTR12	0.09	0.09	0.06	0.06	0.11	0.05	0.04
ATTR13	0.06	0.08	0.07	0.08	0.08	0.06	0.04
ATTR17	0.09	0.09	0.07	0.06	0.08	0.08	0.08
ATTR18	0.11	0.11	0.11	0.12	0.11	0.12	0.16
ATTR20	0.10	0.08	0.10	0.08	0.07	0.10	0.13
ATTR21	0.10	0.09	0.10	0.09	0.09	0.11	0.13
ATTR22	0.10	0.09	0.10	0.12	0.09	0.11	0.14
ATTR23	0.09	0.07	0.09	0.06	0.06	0.09	0.09
ATTR24	0.06	0.08	0.07	0.06	0.09	0.06	0.05
ATTR25	0.08	0.09	0.06	0.05	0.08	0.07	0.08
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.07
ATTR27	0.05	0.06	0.06	0.06	0.07	0.05	0.05
ATTR28	0.05	0.05	0.05	0.06	0.05	0.06	0.05
ATTR29	0.09	0.06	0.08	0.06	0.05	0.08	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.06	0.07	0.09	0.06	0.08	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.85	0.57	0.94	0.93	0.41	1.10	0.98
ATTR2	0.22	0.06	0.36	0.31	-0.02	0.38	0.36
ATTR3	-0.39	-0.28	-0.27	-0.29	-0.22	-0.39	-0.34
ATTR4	0.16	0.13	-0.22	-0.15	0.26	-0.21	-0.16
ATTR6	0.24	0.24	0.21	0.23	0.26	0.20	0.19
ATTR7	-0.01	0.02	-0.07	0.02	0.06	-0.09	-0.10
ATTR8	0.13	0.13	0.21	0.16	0.07	0.23	0.17
ATTR9	-0.45	-0.17	-0.22	-0.34	-0.08	-0.46	-0.44
ATTR10	0.10	0.24	0.17	0.16	0.28	0.13	0.08
ATTR11	-0.08	-0.00	-0.02	-0.06	-0.15	-0.00	-0.06
ATTR12	0.21	0.14	0.01	0.05	0.24	0.01	0.02
ATTR13	0.12	0.21	0.21	0.21	0.20	0.16	0.09
ATTR17	0.28	0.29	0.21	0.21	0.24	0.26	0.24
ATTR18	0.14	0.29	0.20	0.48	0.37	0.24	0.43
ATTR20	0.08	-0.04	0.05	-0.05	-0.06	0.04	0.12
ATTR21	-0.08	-0.07	-0.11	-0.19	-0.12	-0.05	-0.07
ATTR22	0.30	0.30	0.29	0.28	0.30	0.28	0.28
ATTR23	-0.04	-0.16	-0.04	-0.18	-0.18	-0.11	-0.25
ATTR24	0.33	0.36	0.47	0.37	0.41	0.36	0.24
ATTR25	0.01	-0.06	-0.20	-0.15	-0.13	-0.04	0.07
ATTR26	0.12	0.11	0.12	0.16	0.11	0.13	0.16
ATTR27	-0.04	0.04	0.05	0.05	0.06	-0.04	-0.05
ATTR28	-0.28	-0.25	-0.26	-0.17	-0.24	-0.19	-0.25
ATTR29	0.09	-0.05	0.03	-0.18	-0.06	-0.04	0.02
ATTR30	-0.08	0.01	-0.12	-0.11	0.05	-0.14	-0.18
ATTR31	0.43	0.44	0.44	0.52	0.40	0.44	0.45

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.18	0.13	0.22	0.37	0.11	0.36	0.19
ATTR2	0.11	0.06	0.14	0.24	0.05	0.10	0.09
ATTR3	0.00	0.03	0.05	0.11	0.00	0.00	0.00
ATTR4	0.08	0.09	0.03	0.00	0.15	0.00	0.00
ATTR6	0.02	0.00	0.02	0.00	0.00	0.00	0.00
ATTR7	0.08	0.07	0.00	0.00	0.10	0.00	0.00
ATTR8	0.09	0.10	0.13	0.13	0.05	0.22	0.09
ATTR9	0.00	0.06	0.10	0.00	0.05	0.00	0.00
ATTR10	0.08	0.24	0.11	0.11	0.27	0.08	0.00
ATTR11	0.05	0.20	0.11	0.00	0.15	0.08	0.00
ATTR12	0.13	0.10	0.00	0.11	0.22	0.00	0.00
ATTR13	0.00	0.10	0.09	0.12	0.15	0.04	0.00
ATTR17	0.04	0.06	0.02	0.00	0.00	0.08	0.00
ATTR18	0.14	0.11	0.13	0.10	0.09	0.13	0.26
ATTR20	0.14	0.03	0.10	0.00	0.00	0.09	0.09
ATTR21	0.16	0.14	0.13	0.10	0.09	0.17	0.26
ATTR22	0.14	0.11	0.14	0.26	0.11	0.15	0.28
ATTR23	0.14	0.03	0.10	0.00	0.00	0.09	0.09
ATTR24	0.00	0.06	0.10	0.00	0.11	0.04	0.00
ATTR25	0.04	0.07	0.02	0.00	0.05	0.09	0.08
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.03	0.05	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.04	0.00
ATTR29	0.14	0.03	0.10	0.00	0.00	0.09	0.09
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.41	0.51	0.55	0.47	0.46	0.60	0.55
VAL19K	0.42	0.53	0.57	0.46	0.48	0.61	0.54
VAL67N	0.42	0.52	0.56	0.48	0.47	0.61	0.56
VAL76Y	0.43	0.53	0.57	0.49	0.48	0.62	0.58
VAL88M	0.42	0.54	0.59	0.46	0.49	0.61	0.55
VAL91A	0.41	0.51	0.54	0.47	0.46	0.59	0.56
VAL94B	0.38	0.46	0.49	0.45	0.42	0.55	0.52
REG16S	0.26	0.31	0.28	0.23	0.26	0.41	0.31
REG19K	0.25	0.33	0.31	0.22	0.28	0.39	0.28
REG67N	0.25	0.31	0.28	0.26	0.29	0.41	0.32
REG76Y	0.27	0.29	0.25	0.26	0.25	0.40	0.32
REG88M	0.24	0.34	0.33	0.23	0.29	0.39	0.28
REG91A	0.25	0.27	0.23	0.23	0.23	0.38	0.30
REG94B	0.24	0.25	0.19	0.22	0.21	0.35	0.28
UNI16S	0.40	0.47	0.54	0.47	0.44	0.58	0.56
UNI19K	0.44	0.54	0.63	0.45	0.49	0.62	0.52
UNI67N	0.44	0.53	0.60	0.50	0.49	0.63	0.58
UNI76Y	0.51	0.56	0.67	0.56	0.52	0.70	0.67
UNI88M	0.45	0.54	0.64	0.42	0.49	0.61	0.50
UNI91A	0.41	0.48	0.55	0.48	0.44	0.60	0.57
UNI94B	0.31	0.34	0.38	0.40	0.32	0.46	0.45

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.514	0.298	0.520
AVG OFF	0.603	0.603	0.508	0.284	0.507

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.11	0.09	0.13	0.13	0.09	0.13	0.12
ATTR2	0.10	0.09	0.11	0.12	0.10	0.11	0.10
ATTR3	0.07	0.07	0.08	0.09	0.07	0.08	0.07
ATTR4	0.10	0.10	0.08	0.08	0.11	0.07	0.06
ATTR6	0.10	0.09	0.09	0.11	0.10	0.10	0.09
ATTR7	0.09	0.09	0.08	0.10	0.10	0.08	0.07
ATTR8	0.09	0.09	0.11	0.11	0.08	0.12	0.10
ATTR9	0.07	0.08	0.09	0.07	0.09	0.06	0.05
ATTR10	0.07	0.11	0.08	0.08	0.11	0.07	0.05
ATTR11	0.08	0.10	0.08	0.07	0.10	0.07	0.04
ATTR12	0.09	0.09	0.06	0.06	0.11	0.05	0.04
ATTR13	0.06	0.08	0.08	0.08	0.08	0.06	0.04
ATTR17	0.09	0.09	0.07	0.06	0.07	0.08	0.08
ATTR18	0.11	0.11	0.11	0.12	0.11	0.13	0.16
ATTR20	0.10	0.08	0.09	0.08	0.07	0.10	0.12
ATTR21	0.10	0.10	0.09	0.09	0.09	0.11	0.13
ATTR22	0.10	0.10	0.11	0.12	0.09	0.12	0.14
ATTR23	0.09	0.07	0.08	0.06	0.06	0.09	0.09
ATTR24	0.06	0.09	0.08	0.06	0.10	0.06	0.05
ATTR25	0.08	0.09	0.06	0.05	0.08	0.07	0.08
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.07
ATTR27	0.05	0.06	0.07	0.06	0.07	0.05	0.05
ATTR28	0.04	0.05	0.06	0.06	0.05	0.06	0.05
ATTR29	0.08	0.06	0.08	0.05	0.05	0.08	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.06	0.08	0.10	0.07	0.08	0.09

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.81	0.57	0.92	0.96	0.43	1.10	0.99
ATTR2	0.20	0.05	0.35	0.30	-0.02	0.38	0.36
ATTR3	-0.38	-0.27	-0.36	-0.30	-0.23	-0.39	-0.35
ATTR4	0.18	0.12	-0.22	-0.15	0.22	-0.21	-0.16
ATTR6	0.25	0.24	0.21	0.23	0.26	0.20	0.19
ATTR7	-0.00	0.02	-0.06	0.01	0.06	-0.09	-0.10
ATTR8	0.12	0.12	0.21	0.16	0.08	0.23	0.17
ATTR9	-0.43	-0.18	-0.20	-0.36	-0.08	-0.46	-0.44
ATTR10	0.10	0.25	0.17	0.16	0.30	0.12	0.08
ATTR11	-0.07	0.00	-0.03	-0.06	-0.14	-0.00	-0.06
ATTR12	0.22	0.13	0.01	0.05	0.24	0.01	0.02
ATTR13	0.12	0.21	0.21	0.21	0.20	0.16	0.09
ATTR17	0.29	0.29	0.21	0.20	0.24	0.26	0.24
ATTR18	0.15	0.30	0.21	0.46	0.36	0.25	0.44
ATTR20	0.08	-0.04	0.04	-0.04	-0.06	0.04	0.11
ATTR21	-0.09	-0.07	-0.11	-0.20	-0.13	-0.05	-0.06
ATTR22	0.30	0.31	0.30	0.29	0.30	0.28	0.28
ATTR23	-0.05	-0.17	-0.06	-0.18	-0.18	-0.12	-0.26
ATTR24	0.33	0.36	0.48	0.37	0.42	0.35	0.25
ATTR25	0.00	-0.05	-0.21	-0.16	-0.13	-0.03	0.06
ATTR26	0.12	0.11	0.12	0.16	0.11	0.13	0.16
ATTR27	-0.04	0.04	0.05	0.04	0.06	-0.04	-0.05
ATTR28	-0.28	-0.26	-0.25	-0.17	-0.24	-0.19	-0.24
ATTR29	0.08	-0.04	0.01	-0.18	-0.06	-0.05	0.01
ATTR30	-0.07	0.00	-0.12	-0.11	0.05	-0.14	-0.17
ATTR31	0.44	0.43	0.44	0.52	0.40	0.45	0.45

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.17	0.12	0.22	0.39	0.12	0.35	0.20
ATTR2	0.11	0.06	0.13	0.24	0.06	0.10	0.09
ATTR3	0.00	0.02	0.05	0.10	0.00	0.00	0.00
ATTR4	0.08	0.08	0.03	0.00	0.14	0.00	0.00
ATTR6	0.02	0.00	0.01	0.00	0.00	0.00	0.00
ATTR7	0.09	0.07	0.00	0.00	0.09	0.00	0.00
ATTR8	0.09	0.09	0.12	0.14	0.06	0.21	0.09
ATTR9	0.00	0.06	0.11	0.00	0.04	0.00	0.00
ATTR10	0.09	0.25	0.12	0.11	0.29	0.08	0.00
ATTR11	0.06	0.20	0.12	0.00	0.15	0.08	0.00
ATTR12	0.15	0.10	0.00	0.11	0.22	0.00	0.00
ATTR13	0.00	0.09	0.10	0.11	0.15	0.04	0.00
ATTR17	0.04	0.05	0.02	0.00	0.00	0.08	0.00
ATTR18	0.14	0.12	0.12	0.09	0.09	0.14	0.26
ATTR20	0.13	0.04	0.10	0.00	0.00	0.08	0.08
ATTR21	0.15	0.15	0.12	0.09	0.09	0.18	0.26
ATTR22	0.14	0.11	0.15	0.28	0.12	0.17	0.29
ATTR23	0.13	0.04	0.10	0.00	0.00	0.08	0.08
ATTR24	0.00	0.06	0.12	0.00	0.12	0.04	0.00
ATTR25	0.04	0.07	0.02	0.00	0.04	0.09	0.07
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.02	0.05	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.04	0.00
ATTR29	0.13	0.04	0.10	0.00	0.00	0.08	0.08
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.41	0.51	0.56	0.47	0.46	0.60	0.55
VAL19K	0.42	0.53	0.57	0.46	0.47	0.60	0.54
VAL67N	0.42	0.52	0.56	0.48	0.47	0.61	0.57
VAL76Y	0.43	0.53	0.57	0.49	0.48	0.62	0.58
VAL88M	0.42	0.54	0.59	0.46	0.49	0.61	0.55
VAL91A	0.41	0.50	0.54	0.47	0.46	0.59	0.56
VAL94B	0.38	0.47	0.49	0.45	0.42	0.56	0.53
REG16S	0.26	0.32	0.29	0.23	0.26	0.41	0.31
REG19K	0.25	0.33	0.30	0.22	0.28	0.39	0.27
REG67N	0.25	0.31	0.29	0.26	0.29	0.41	0.32
REG76Y	0.26	0.29	0.25	0.25	0.25	0.39	0.32
REG88M	0.23	0.34	0.32	0.23	0.29	0.38	0.27
REG91A	0.25	0.26	0.23	0.23	0.23	0.38	0.30
REG94B	0.24	0.24	0.19	0.23	0.21	0.35	0.28
UNI16S	0.41	0.47	0.55	0.47	0.44	0.59	0.56
UNI19K	0.44	0.53	0.61	0.44	0.48	0.61	0.52
UNI67N	0.44	0.54	0.61	0.50	0.50	0.64	0.58
UNI76Y	0.51	0.56	0.66	0.56	0.51	0.70	0.67
UNI88M	0.45	0.54	0.64	0.42	0.49	0.61	0.49
UNI91A	0.41	0.48	0.55	0.48	0.44	0.59	0.56
UNI94B	0.31	0.35	0.39	0.41	0.33	0.46	0.46

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.514	0.297	0.521
AVG OFF	0.603	0.603	0.508	0.282	0.507

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.11	0.09	0.13	0.13	0.09	0.13	0.12
ATTR2	0.10	0.09	0.11	0.12	0.10	0.11	0.10
ATTR3	0.07	0.07	0.08	0.09	0.07	0.08	0.07
ATTR4	0.10	0.10	0.08	0.08	0.11	0.07	0.06
ATTR6	0.10	0.09	0.09	0.11	0.10	0.10	0.09
ATTR7	0.09	0.09	0.08	0.10	0.10	0.08	0.07
ATTR8	0.09	0.09	0.11	0.11	0.08	0.12	0.10
ATTR9	0.07	0.08	0.09	0.07	0.09	0.06	0.05
ATTR10	0.07	0.11	0.08	0.08	0.11	0.07	0.05
ATTR11	0.08	0.10	0.08	0.07	0.10	0.07	0.04
ATTR12	0.09	0.09	0.06	0.06	0.11	0.05	0.04
ATTR13	0.06	0.08	0.08	0.08	0.08	0.06	0.04
ATTR17	0.09	0.09	0.07	0.06	0.07	0.08	0.08
ATTR18	0.11	0.11	0.11	0.12	0.11	0.13	0.16
ATTR20	0.10	0.08	0.09	0.08	0.07	0.10	0.12
ATTR21	0.10	0.10	0.09	0.09	0.09	0.11	0.13
ATTR22	0.10	0.10	0.11	0.12	0.09	0.12	0.14
ATTR23	0.09	0.07	0.08	0.06	0.06	0.09	0.09
ATTR24	0.06	0.09	0.08	0.06	0.10	0.06	0.05
ATTR25	0.08	0.09	0.06	0.05	0.08	0.07	0.08
ATTR26	0.06	0.06	0.06	0.06	0.06	0.06	0.07
ATTR27	0.05	0.06	0.07	0.06	0.07	0.05	0.05
ATTR28	0.04	0.05	0.06	0.06	0.05	0.06	0.05
ATTR29	0.08	0.06	0.08	0.05	0.05	0.08	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.06	0.08	0.10	0.07	0.08	0.09

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.81	0.57	0.92	0.96	0.43	1.09	0.99
ATTR2	0.20	0.05	0.35	0.30	-0.02	0.38	0.35
ATTR3	-0.38	-0.27	-0.36	-0.30	-0.23	-0.39	-0.35
ATTR4	0.18	0.12	-0.22	-0.15	0.22	-0.21	-0.16
ATTR6	0.25	0.24	0.21	0.23	0.26	0.20	0.19
ATTR7	-0.00	0.02	-0.06	0.01	0.06	-0.09	-0.10
ATTR8	0.12	0.12	0.21	0.17	0.08	0.23	0.17
ATTR9	-0.43	-0.18	-0.20	-0.36	-0.08	-0.46	-0.44
ATTR10	0.10	0.25	0.17	0.16	0.30	0.13	0.08
ATTR11	-0.07	0.00	-0.03	-0.06	-0.14	-0.00	-0.06
ATTR12	0.23	0.13	0.01	0.05	0.24	0.01	0.02
ATTR13	0.12	0.21	0.21	0.21	0.20	0.16	0.09
ATTR17	0.29	0.29	0.21	0.20	0.24	0.26	0.24
ATTR18	0.15	0.30	0.21	0.46	0.36	0.25	0.44
ATTR20	0.08	-0.04	0.04	-0.04	-0.06	0.04	0.11
ATTR21	-0.09	-0.07	-0.11	-0.20	-0.12	-0.05	-0.06
ATTR22	0.30	0.31	0.30	0.29	0.30	0.28	0.28
ATTR23	-0.05	-0.17	-0.06	-0.18	-0.18	-0.12	-0.26
ATTR24	0.33	0.36	0.48	0.37	0.42	0.35	0.25
ATTR25	0.00	-0.04	-0.21	-0.16	-0.13	-0.03	0.06
ATTR26	0.12	0.11	0.12	0.16	0.11	0.13	0.16
ATTR27	-0.04	0.04	0.05	0.04	0.06	-0.04	-0.05
ATTR28	-0.28	-0.26	-0.25	-0.17	-0.24	-0.19	-0.24
ATTR29	0.08	-0.04	0.01	-0.18	-0.06	-0.05	0.01
ATTR30	-0.07	0.00	-0.12	-0.11	0.05	-0.14	-0.17
ATTR31	0.44	0.43	0.44	0.52	0.40	0.45	0.45

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.17	0.12	0.22	0.39	0.12	0.35	0.20
ATTR2	0.11	0.06	0.13	0.24	0.06	0.10	0.09
ATTR3	0.00	0.02	0.05	0.10	0.00	0.00	0.00
ATTR4	0.08	0.08	0.03	0.00	0.14	0.00	0.00
ATTR6	0.02	0.00	0.01	0.00	0.00	0.00	0.00
ATTR7	0.09	0.07	0.00	0.00	0.09	0.00	0.00
ATTR8	0.09	0.09	0.12	0.14	0.06	0.21	0.09
ATTR9	0.00	0.06	0.11	0.00	0.04	0.00	0.00
ATTR10	0.09	0.25	0.12	0.11	0.29	0.08	0.00
ATTR11	0.06	0.20	0.12	0.00	0.15	0.08	0.00
ATTR12	0.15	0.10	0.00	0.11	0.22	0.00	0.00
ATTR13	0.00	0.09	0.10	0.11	0.15	0.04	0.00
ATTR17	0.04	0.05	0.02	0.00	0.00	0.08	0.00
ATTR18	0.14	0.12	0.12	0.09	0.09	0.14	0.26
ATTR20	0.13	0.04	0.10	0.00	0.00	0.08	0.08
ATTR21	0.15	0.15	0.12	0.09	0.09	0.18	0.26
ATTR22	0.14	0.11	0.15	0.28	0.12	0.17	0.29
ATTR23	0.13	0.04	0.10	0.00	0.00	0.08	0.08
ATTR24	0.00	0.06	0.12	0.00	0.12	0.04	0.00
ATTR25	0.04	0.07	0.02	0.00	0.04	0.09	0.08
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.02	0.05	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.04	0.00
ATTR29	0.13	0.04	0.10	0.00	0.00	0.08	0.08
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.41	0.51	0.56	0.47	0.46	0.60	0.55
VAL19K	0.42	0.53	0.57	0.46	0.47	0.60	0.54
VAL67N	0.42	0.52	0.56	0.48	0.47	0.61	0.57
VAL76Y	0.43	0.53	0.57	0.49	0.48	0.62	0.58
VAL88M	0.42	0.54	0.59	0.46	0.49	0.61	0.55
VAL91A	0.41	0.50	0.54	0.47	0.46	0.59	0.56
VAL94B	0.38	0.47	0.49	0.45	0.42	0.56	0.53
REG16S	0.26	0.32	0.29	0.23	0.26	0.41	0.31
REG19K	0.25	0.33	0.30	0.22	0.28	0.39	0.27
REG67N	0.25	0.31	0.29	0.26	0.29	0.41	0.32
REG76Y	0.26	0.29	0.25	0.25	0.25	0.39	0.31
REG88M	0.23	0.34	0.32	0.23	0.29	0.38	0.27
REG91A	0.25	0.26	0.23	0.23	0.23	0.38	0.30
REG94B	0.24	0.24	0.19	0.23	0.21	0.35	0.28
UNI16S	0.41	0.47	0.55	0.47	0.44	0.59	0.56
UNI19K	0.44	0.52	0.61	0.44	0.48	0.61	0.52
UNI67N	0.44	0.54	0.61	0.50	0.50	0.64	0.58
UNI76Y	0.51	0.56	0.66	0.56	0.51	0.70	0.67
UNI88M	0.45	0.54	0.64	0.42	0.49	0.61	0.49
UNI91A	0.41	0.47	0.54	0.47	0.44	0.59	0.56
UNI94B	0.31	0.35	0.39	0.40	0.33	0.46	0.46

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.514	0.297	0.521
AVG OFF	0.603	0.603	0.508	0.282	0.507

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.09	0.09	0.11	0.12	0.08	0.12	0.10
ATTR2	0.10	0.10	0.12	0.10	0.08	0.12	0.09
ATTR3	0.07	0.07	0.08	0.11	0.06	0.08	0.11
ATTR4	0.11	0.09	0.10	0.09	0.10	0.09	0.07
ATTR6	0.10	0.09	0.09	0.11	0.09	0.10	0.09
ATTR7	0.10	0.09	0.09	0.13	0.09	0.09	0.08
ATTR8	0.09	0.09	0.09	0.10	0.07	0.10	0.10
ATTR9	0.09	0.10	0.13	0.08	0.12	0.08	0.08
ATTR10	0.08	0.10	0.08	0.12	0.13	0.09	0.10
ATTR11	0.08	0.09	0.08	0.10	0.11	0.08	0.07
ATTR12	0.10	0.07	0.06	0.08	0.10	0.07	0.06
ATTR13	0.07	0.09	0.09	0.12	0.10	0.09	0.10
ATTR17	0.09	0.08	0.05	0.05	0.09	0.08	0.13
ATTR18	0.11	0.11	0.10	0.10	0.10	0.11	0.12
ATTR20	0.07	0.08	0.08	0.06	0.05	0.08	0.08
ATTR21	0.10	0.10	0.08	0.07	0.09	0.09	0.14
ATTR22	0.09	0.09	0.09	0.10	0.08	0.09	0.10
ATTR23	0.07	0.07	0.08	0.05	0.06	0.07	0.07
ATTR24	0.08	0.10	0.11	0.08	0.14	0.08	0.08
ATTR25	0.09	0.10	0.06	0.04	0.10	0.07	0.10
ATTR26	0.06	0.07	0.05	0.04	0.05	0.06	0.06
ATTR27	0.07	0.07	0.08	0.06	0.08	0.06	0.05
ATTR28	0.04	0.04	0.05	0.04	0.04	0.06	0.03
ATTR29	0.06	0.06	0.07	0.04	0.04	0.06	0.05
ATTR30	0.03	0.02	0.01	0.03	0.01	0.03	0.07
ATTR31	0.06	0.06	0.07	0.10	0.06	0.06	0.12

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.52	0.50	0.50	0.75	0.28	0.95	0.45
ATTR2	0.10	0.20	0.32	0.07	-0.07	0.38	0.11
ATTR3	-0.29	-0.20	-0.30	-0.01	-0.18	-0.38	0.23
ATTR4	0.25	-0.04	-0.12	-0.20	0.04	-0.18	-0.26
ATTR6	0.27	0.25	0.19	0.21	0.23	0.24	0.19
ATTR7	0.05	-0.00	-0.03	0.20	0.04	-0.07	-0.04
ATTR8	0.12	0.14	0.17	0.04	0.08	0.20	0.13
ATTR9	-0.13	0.00	0.33	-0.30	0.27	-0.30	-0.06
ATTR10	0.15	0.26	0.13	0.28	0.39	0.20	0.28
ATTR11	-0.17	-0.12	-0.12	-0.03	-0.16	-0.07	-0.11
ATTR12	0.21	0.03	-0.03	0.09	0.12	0.04	-0.02
ATTR13	0.17	0.24	0.26	0.31	0.26	0.24	0.24
ATTR17	0.31	0.27	0.18	0.13	0.26	0.25	0.38
ATTR18	0.25	0.29	0.21	0.33	0.25	0.27	0.11
ATTR20	-0.09	-0.08	-0.04	-0.06	-0.17	-0.03	-0.13
ATTR21	-0.03	-0.02	-0.12	-0.15	-0.02	-0.08	0.30
ATTR22	0.30	0.31	0.26	0.29	0.32	0.26	0.18
ATTR23	-0.12	-0.14	-0.02	-0.10	-0.15	-0.12	-0.22
ATTR24	0.30	0.37	0.50	0.52	0.48	0.46	0.20
ATTR25	-0.00	-0.06	-0.37	-0.28	-0.16	-0.13	0.08
ATTR26	0.11	0.14	0.09	0.11	0.03	0.15	0.09
ATTR27	0.12	0.13	0.22	0.10	0.14	0.03	-0.01
ATTR28	-0.27	-0.30	-0.30	-0.32	-0.28	-0.15	-0.38
ATTR29	-0.03	-0.03	0.08	-0.18	-0.04	-0.11	-0.23
ATTR30	-0.08	-0.12	-0.18	-0.07	-0.01	-0.10	0.14
ATTR31	0.43	0.41	0.42	0.55	0.35	0.38	0.65

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.13	0.09	0.18	0.36	0.00	0.21	0.00
ATTR2	0.13	0.17	0.18	0.00	0.00	0.33	0.00
ATTR3	0.04	0.04	0.04	0.00	0.00	0.00	0.59
ATTR4	0.22	0.14	0.15	0.00	0.13	0.10	0.00
ATTR6	0.05	0.04	0.00	0.00	0.00	0.00	0.00
ATTR7	0.12	0.04	0.04	0.29	0.00	0.00	0.00
ATTR8	0.08	0.08	0.10	0.00	0.00	0.24	0.00
ATTR9	0.09	0.19	0.20	0.00	0.34	0.10	0.00
ATTR10	0.10	0.14	0.06	0.30	0.34	0.10	0.00
ATTR11	0.04	0.09	0.06	0.00	0.09	0.00	0.00
ATTR12	0.18	0.05	0.00	0.30	0.13	0.10	0.00
ATTR13	0.00	0.04	0.06	0.29	0.09	0.00	0.00
ATTR17	0.05	0.04	0.00	0.00	0.10	0.10	0.42
ATTR18	0.09	0.09	0.09	0.00	0.00	0.00	0.00
ATTR20	0.04	0.05	0.09	0.00	0.00	0.10	0.00
ATTR21	0.09	0.09	0.09	0.00	0.00	0.00	0.00
ATTR22	0.04	0.05	0.04	0.00	0.00	0.00	0.00
ATTR23	0.04	0.05	0.09	0.00	0.00	0.10	0.00
ATTR24	0.09	0.19	0.20	0.00	0.34	0.10	0.00
ATTR25	0.09	0.09	0.00	0.00	0.10	0.10	0.42
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.04	0.04	0.10	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.04	0.05	0.09	0.00	0.00	0.10	0.00
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.36	0.00	0.00	0.59

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.54	0.58	0.47	0.49	0.61	0.55
VAL19K	0.42	0.53	0.57	0.46	0.48	0.61	0.54
VAL67N	0.44	0.55	0.60	0.49	0.50	0.63	0.57
VAL76Y	0.45	0.56	0.60	0.50	0.50	0.64	0.59
VAL88M	0.42	0.54	0.59	0.44	0.49	0.60	0.51
VAL91A	0.43	0.54	0.58	0.48	0.48	0.62	0.56
VAL94B	0.40	0.50	0.53	0.45	0.45	0.58	0.53
REG16S	0.26	0.35	0.34	0.24	0.31	0.41	0.31
REG19K	0.26	0.36	0.32	0.25	0.32	0.40	0.29
REG67N	0.24	0.36	0.37	0.29	0.36	0.42	0.33
REG76Y	0.24	0.29	0.24	0.25	0.24	0.37	0.27
REG88M	0.19	0.33	0.33	0.20	0.30	0.34	0.20
REG91A	0.27	0.31	0.29	0.24	0.28	0.41	0.30
REG94B	0.21	0.25	0.20	0.23	0.21	0.30	0.27
UNI16S	0.47	0.59	0.68	0.50	0.54	0.67	0.59
UNI19K	0.45	0.59	0.67	0.48	0.55	0.66	0.55
UNI67N	0.46	0.59	0.67	0.52	0.55	0.67	0.59
UNI76Y	0.41	0.50	0.55	0.40	0.42	0.55	0.48
UNI88M	0.33	0.50	0.59	0.29	0.46	0.50	0.31
UNI91A	0.47	0.58	0.67	0.49	0.55	0.67	0.61
UNI94B	0.23	0.29	0.25	0.28	0.23	0.29	0.29

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.527	0.318	0.508
AVG OFF	0.603	0.603	0.521	0.289	0.492

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.09	0.12	0.12	0.08	0.13	0.10
ATTR2	0.11	0.10	0.12	0.11	0.08	0.12	0.09
ATTR3	0.08	0.08	0.09	0.11	0.06	0.08	0.08
ATTR4	0.11	0.10	0.10	0.09	0.10	0.08	0.07
ATTR6	0.10	0.10	0.09	0.11	0.09	0.10	0.09
ATTR7	0.10	0.09	0.09	0.13	0.09	0.08	0.07
ATTR8	0.09	0.09	0.10	0.10	0.08	0.11	0.09
ATTR9	0.08	0.09	0.12	0.08	0.11	0.07	0.09
ATTR10	0.09	0.10	0.08	0.11	0.12	0.09	0.08
ATTR11	0.08	0.09	0.08	0.10	0.10	0.08	0.06
ATTR12	0.09	0.09	0.06	0.08	0.09	0.07	0.05
ATTR13	0.07	0.09	0.09	0.12	0.10	0.08	0.08
ATTR17	0.08	0.08	0.05	0.05	0.10	0.08	0.10
ATTR18	0.10	0.11	0.10	0.10	0.11	0.11	0.14
ATTR20	0.07	0.07	0.08	0.06	0.06	0.09	0.09
ATTR21	0.09	0.09	0.08	0.07	0.10	0.10	0.13
ATTR22	0.09	0.09	0.09	0.10	0.09	0.09	0.11
ATTR23	0.07	0.07	0.07	0.05	0.06	0.08	0.08
ATTR24	0.08	0.09	0.10	0.08	0.12	0.07	0.08
ATTR25	0.09	0.09	0.05	0.04	0.11	0.07	0.09
ATTR26	0.07	0.07	0.05	0.04	0.06	0.07	0.06
ATTR27	0.06	0.07	0.08	0.06	0.07	0.05	0.06
ATTR28	0.04	0.04	0.05	0.04	0.03	0.06	0.04
ATTR29	0.06	0.06	0.06	0.04	0.05	0.06	0.07
ATTR30	0.02	0.02	0.02	0.03	0.01	0.04	0.04
ATTR31	0.06	0.06	0.08	0.10	0.06	0.06	0.09

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.65	0.51	0.67	0.75	0.31	1.06	0.59
ATTR2	0.19	0.14	0.31	0.07	-0.03	0.46	0.21
ATTR3	-0.28	-0.23	-0.27	-0.00	-0.20	-0.38	-0.08
ATTR4	0.16	0.10	-0.15	-0.21	0.12	-0.23	-0.17
ATTR6	0.27	0.26	0.18	0.21	0.25	0.25	0.20
ATTR7	0.01	0.02	-0.03	0.20	0.05	-0.09	-0.05
ATTR8	0.14	0.13	0.16	0.04	0.08	0.20	0.14
ATTR9	-0.26	-0.11	0.13	-0.31	0.11	-0.51	-0.03
ATTR10	0.18	0.23	0.11	0.27	0.33	0.19	0.20
ATTR11	-0.14	-0.12	-0.06	-0.02	-0.12	-0.04	-0.12
ATTR12	0.17	0.14	-0.03	0.08	0.11	0.04	-0.01
ATTR13	0.18	0.23	0.28	0.32	0.24	0.22	0.22
ATTR17	0.28	0.28	0.17	0.13	0.30	0.25	0.33
ATTR18	0.25	0.26	0.24	0.33	0.30	0.22	0.29
ATTR20	-0.07	-0.09	-0.04	-0.06	-0.15	0.01	-0.05
ATTR21	-0.06	-0.05	-0.11	-0.15	-0.00	-0.07	0.12
ATTR22	0.30	0.31	0.26	0.29	0.32	0.23	0.23
ATTR23	-0.10	-0.12	-0.05	-0.10	-0.18	-0.09	-0.21
ATTR24	0.33	0.34	0.50	0.51	0.34	0.45	0.26
ATTR25	-0.02	-0.04	-0.36	-0.28	-0.00	-0.08	0.02
ATTR26	0.15	0.14	0.11	0.11	0.06	0.17	0.11
ATTR27	0.10	0.12	0.21	0.10	0.10	-0.03	0.02
ATTR28	-0.26	-0.28	-0.32	-0.32	-0.28	-0.11	-0.36
ATTR29	-0.06	-0.06	0.01	-0.18	-0.04	-0.13	-0.03
ATTR30	-0.10	-0.08	-0.17	-0.07	-0.05	-0.08	-0.06
ATTR31	0.42	0.42	0.48	0.55	0.40	0.33	0.57

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.14	0.10	0.24	0.37	0.00	0.25	0.10
ATTR2	0.17	0.14	0.20	0.00	0.07	0.41	0.10
ATTR3	0.06	0.03	0.04	0.00	0.00	0.00	0.15
ATTR4	0.18	0.17	0.15	0.00	0.15	0.00	0.11
ATTR6	0.06	0.04	0.00	0.00	0.07	0.00	0.00
ATTR7	0.11	0.09	0.04	0.31	0.00	0.00	0.00
ATTR8	0.11	0.10	0.08	0.00	0.00	0.30	0.00
ATTR9	0.06	0.14	0.19	0.00	0.24	0.00	0.11
ATTR10	0.12	0.17	0.04	0.28	0.30	0.10	0.00
ATTR11	0.06	0.10	0.04	0.00	0.13	0.00	0.00
ATTR12	0.15	0.13	0.00	0.28	0.15	0.10	0.00
ATTR13	0.00	0.03	0.07	0.31	0.06	0.00	0.00
ATTR17	0.06	0.06	0.00	0.00	0.07	0.11	0.11
ATTR18	0.06	0.07	0.06	0.00	0.06	0.00	0.21
ATTR20	0.06	0.03	0.10	0.00	0.00	0.11	0.10
ATTR21	0.06	0.07	0.06	0.00	0.06	0.00	0.21
ATTR22	0.03	0.03	0.03	0.00	0.00	0.00	0.10
ATTR23	0.06	0.03	0.10	0.00	0.00	0.11	0.10
ATTR24	0.06	0.14	0.19	0.00	0.24	0.00	0.11
ATTR25	0.06	0.07	0.00	0.00	0.13	0.11	0.11
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.03	0.03	0.11	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.06	0.03	0.10	0.00	0.00	0.11	0.10
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.03	0.37	0.00	0.00	0.15

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL19K	0.43	0.54	0.59	0.46	0.49	0.62	0.55
VAL67N	0.44	0.55	0.60	0.49	0.50	0.63	0.58
VAL76Y	0.45	0.56	0.60	0.50	0.50	0.64	0.59
VAL88M	0.41	0.53	0.58	0.44	0.48	0.60	0.51
VAL91A	0.42	0.53	0.57	0.47	0.48	0.61	0.57
VAL94B	0.39	0.50	0.53	0.45	0.45	0.57	0.53
REG16S	0.28	0.35	0.32	0.25	0.30	0.42	0.32
REG19K	0.27	0.36	0.33	0.24	0.31	0.41	0.30
REG67N	0.25	0.35	0.34	0.29	0.34	0.42	0.33
REG76Y	0.25	0.29	0.23	0.25	0.24	0.37	0.28
REG88M	0.22	0.34	0.31	0.20	0.30	0.36	0.22
REG91A	0.27	0.29	0.26	0.22	0.25	0.40	0.30
REG94B	0.24	0.30	0.26	0.26	0.27	0.36	0.30
UNI16S	0.48	0.59	0.68	0.51	0.54	0.68	0.62
UNI19K	0.46	0.58	0.68	0.47	0.54	0.66	0.56
UNI67N	0.46	0.59	0.68	0.53	0.55	0.68	0.60
UNI76Y	0.41	0.50	0.55	0.41	0.42	0.56	0.48
UNI88M	0.38	0.53	0.62	0.35	0.49	0.56	0.40
UNI91A	0.47	0.55	0.62	0.49	0.52	0.66	0.63
UNI94B	0.35	0.44	0.49	0.45	0.40	0.52	0.48

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.527	0.319	0.540
AVG OFF	0.603	0.603	0.522	0.295	0.525

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.09	0.12	0.13	0.08	0.13	0.10
ATTR2	0.11	0.10	0.12	0.11	0.08	0.12	0.09
ATTR3	0.08	0.03	0.09	0.11	0.06	0.08	0.09
ATTR4	0.11	0.10	0.10	0.09	0.10	0.08	0.07
ATTR6	0.10	0.10	0.09	0.11	0.09	0.11	0.09
ATTR7	0.10	0.09	0.09	0.13	0.09	0.08	0.08
ATTR8	0.09	0.09	0.10	0.10	0.08	0.11	0.09
ATTR9	0.09	0.10	0.12	0.08	0.11	0.07	0.09
ATTR10	0.09	0.10	0.08	0.11	0.12	0.09	0.08
ATTR11	0.08	0.09	0.08	0.09	0.10	0.08	0.07
ATTR12	0.09	0.09	0.06	0.08	0.10	0.06	0.05
ATTR13	0.08	0.09	0.09	0.11	0.10	0.08	0.08
ATTR17	0.08	0.08	0.05	0.05	0.09	0.08	0.10
ATTR18	0.10	0.11	0.10	0.10	0.11	0.11	0.13
ATTR20	0.07	0.07	0.07	0.06	0.06	0.09	0.09
ATTR21	0.09	0.09	0.08	0.07	0.10	0.10	0.13
ATTR22	0.09	0.09	0.09	0.10	0.09	0.09	0.11
ATTR23	0.07	0.07	0.07	0.05	0.06	0.08	0.08
ATTR24	0.08	0.09	0.10	0.08	0.12	0.07	0.08
ATTR25	0.09	0.09	0.05	0.03	0.11	0.07	0.09
ATTR26	0.06	0.07	0.05	0.04	0.06	0.07	0.06
ATTR27	0.06	0.07	0.08	0.06	0.07	0.05	0.05
ATTR28	0.04	0.04	0.05	0.04	0.04	0.06	0.04
ATTR29	0.06	0.06	0.06	0.04	0.04	0.06	0.07
ATTR30	0.02	0.02	0.02	0.03	0.01	0.04	0.05
ATTR31	0.06	0.06	0.08	0.10	0.06	0.06	0.10

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.63	0.50	0.61	0.78	0.31	1.05	0.58
ATTR2	0.17	0.14	0.30	0.09	-0.04	0.48	0.19
ATTR3	-0.28	-0.22	-0.27	0.01	-0.21	-0.38	-0.02
ATTR4	0.16	0.08	-0.14	-0.22	0.11	-0.25	-0.20
ATTR6	0.27	0.26	0.18	0.20	0.25	0.25	0.20
ATTR7	0.02	0.02	-0.02	0.19	0.04	-0.09	-0.04
ATTR8	0.14	0.13	0.16	0.05	0.09	0.20	0.14
ATTR9	-0.23	-0.07	0.19	-0.33	0.15	-0.51	-0.03
ATTR10	0.19	0.24	0.12	0.25	0.34	0.18	0.21
ATTR11	-0.14	-0.12	-0.07	-0.02	-0.14	-0.03	-0.11
ATTR12	0.17	0.12	-0.03	0.07	0.12	0.03	-0.02
ATTR13	0.19	0.23	0.28	0.30	0.24	0.22	0.24
ATTR17	0.28	0.28	0.18	0.13	0.28	0.24	0.31
ATTR18	0.25	0.27	0.25	0.33	0.31	0.24	0.29
ATTR20	-0.08	-0.09	-0.05	-0.06	-0.15	0.02	-0.05
ATTR21	-0.06	-0.05	-0.11	-0.15	-0.02	-0.08	0.13
ATTR22	0.30	0.31	0.26	0.29	0.33	0.23	0.22
ATTR23	-0.10	-0.13	-0.06	-0.10	-0.18	-0.09	-0.21
ATTR24	0.33	0.35	0.51	0.51	0.38	0.44	0.27
ATTR25	-0.02	-0.05	-0.37	-0.28	-0.05	-0.09	-0.01
ATTR26	0.14	0.14	0.10	0.12	0.06	0.18	0.11
ATTR27	0.10	0.12	0.21	0.10	0.12	-0.03	0.02
ATTR28	-0.27	-0.28	-0.31	-0.32	-0.29	-0.10	-0.38
ATTR29	-0.05	-0.05	0.01	-0.19	-0.04	-0.14	-0.07
ATTR30	-0.10	-0.09	-0.16	-0.08	-0.05	-0.08	-0.02
ATTR31	0.43	0.42	0.47	0.57	0.39	0.33	0.61

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.14	0.10	0.22	0.42	0.00	0.25	0.09
ATTR2	0.16	0.14	0.20	0.00	0.05	0.42	0.09
ATTR3	0.05	0.04	0.03	0.00	0.00	0.00	0.22
ATTR4	0.19	0.16	0.15	0.00	0.17	0.00	0.11
ATTR6	0.06	0.04	0.00	0.00	0.05	0.00	0.00
ATTR7	0.11	0.08	0.03	0.29	0.00	0.00	0.00
ATTR8	0.10	0.09	0.09	0.00	0.00	0.33	0.00
ATTR9	0.07	0.16	0.20	0.00	0.27	0.00	0.11
ATTR10	0.12	0.17	0.05	0.27	0.31	0.09	0.00
ATTR11	0.06	0.10	0.05	0.00	0.11	0.00	0.00
ATTR12	0.16	0.12	0.00	0.27	0.16	0.09	0.00
ATTR13	0.00	0.03	0.07	0.29	0.06	0.00	0.00
ATTR17	0.06	0.05	0.00	0.00	0.06	0.11	0.12
ATTR18	0.06	0.07	0.06	0.00	0.05	0.00	0.20
ATTR20	0.05	0.03	0.09	0.00	0.00	0.10	0.09
ATTR21	0.06	0.07	0.06	0.00	0.05	0.00	0.20
ATTR22	0.03	0.03	0.03	0.00	0.00	0.00	0.09
ATTR23	0.05	0.03	0.09	0.00	0.00	0.10	0.09
ATTR24	0.07	0.16	0.20	0.00	0.27	0.00	0.11
ATTR25	0.07	0.07	0.00	0.00	0.12	0.11	0.12
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.03	0.04	0.11	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.05	0.03	0.09	0.00	0.00	0.10	0.09
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.03	0.42	0.00	0.00	0.22

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL19K	0.43	0.54	0.59	0.46	0.49	0.61	0.55
VAL67N	0.44	0.55	0.60	0.49	0.50	0.63	0.58
VAL76Y	0.45	0.56	0.60	0.50	0.50	0.64	0.60
VAL88M	0.42	0.54	0.58	0.44	0.49	0.60	0.52
VAL91A	0.43	0.53	0.57	0.48	0.48	0.61	0.57
VAL94B	0.40	0.50	0.53	0.46	0.45	0.58	0.53
REG16S	0.28	0.35	0.33	0.25	0.31	0.42	0.31
REG19K	0.27	0.36	0.33	0.24	0.32	0.41	0.29
REG67N	0.25	0.35	0.35	0.29	0.34	0.42	0.33
REG76Y	0.25	0.28	0.23	0.26	0.24	0.37	0.28
REG88M	0.22	0.34	0.32	0.21	0.30	0.36	0.22
REG91A	0.27	0.29	0.25	0.22	0.25	0.40	0.30
REG94B	0.24	0.30	0.25	0.26	0.26	0.36	0.30
UNI16S	0.48	0.59	0.68	0.50	0.54	0.68	0.61
UNI19K	0.45	0.58	0.68	0.47	0.54	0.66	0.55
UNI67N	0.46	0.60	0.68	0.52	0.55	0.68	0.59
UNI76Y	0.41	0.50	0.54	0.42	0.42	0.56	0.49
UNI88M	0.37	0.53	0.62	0.35	0.49	0.55	0.39
UNI91A	0.47	0.55	0.62	0.49	0.52	0.66	0.64
UNI94B	0.35	0.44	0.48	0.46	0.40	0.52	0.49

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.529	0.322	0.543
AVG OFF	0.603	0.603	0.523	0.295	0.524

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.09	0.12	0.13	0.08	0.13	0.10
ATTR2	0.11	0.10	0.12	0.11	0.08	0.12	0.09
ATTR3	0.08	0.08	0.09	0.11	0.06	0.08	0.09
ATTR4	0.11	0.10	0.10	0.09	0.10	0.08	0.07
ATTR6	0.10	0.10	0.09	0.11	0.09	0.11	0.09
ATTR7	0.10	0.09	0.09	0.13	0.09	0.08	0.08
ATTR8	0.09	0.09	0.10	0.10	0.08	0.11	0.09
ATTR9	0.09	0.10	0.12	0.08	0.11	0.07	0.09
ATTR10	0.09	0.10	0.08	0.11	0.12	0.09	0.08
ATTR11	0.08	0.09	0.08	0.09	0.10	0.08	0.07
ATTR12	0.09	0.09	0.06	0.08	0.10	0.06	0.05
ATTR13	0.08	0.09	0.09	0.11	0.10	0.08	0.08
ATTR17	0.08	0.08	0.05	0.05	0.09	0.08	0.10
ATTR18	0.10	0.11	0.10	0.10	0.11	0.11	0.13
ATTR20	0.07	0.07	0.07	0.06	0.06	0.09	0.09
ATTR21	0.09	0.09	0.08	0.07	0.10	0.10	0.13
ATTR22	0.09	0.09	0.09	0.10	0.09	0.09	0.11
ATTR23	0.07	0.07	0.07	0.05	0.06	0.08	0.08
ATTR24	0.08	0.09	0.10	0.08	0.12	0.07	0.08
ATTR25	0.09	0.09	0.05	0.03	0.11	0.07	0.09
ATTR26	0.06	0.07	0.05	0.04	0.06	0.07	0.06
ATTR27	0.06	0.07	0.08	0.06	0.07	0.05	0.05
ATTR28	0.04	0.04	0.05	0.04	0.04	0.06	0.04
ATTR29	0.06	0.06	0.06	0.04	0.04	0.06	0.07
ATTR30	0.02	0.02	0.02	0.03	0.01	0.04	0.05
ATTR31	0.06	0.06	0.08	0.10	0.06	0.06	0.10

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.63	0.50	0.61	0.78	0.31	1.05	0.58
ATTR2	0.17	0.14	0.30	0.10	-0.04	0.48	0.19
ATTR3	-0.28	-0.22	-0.27	0.01	-0.21	-0.38	-0.02
ATTR4	0.16	0.08	-0.14	-0.22	0.11	-0.25	-0.20
ATTR6	0.27	0.26	0.18	0.20	0.25	0.25	0.20
ATTR7	0.02	0.02	-0.02	0.19	0.04	-0.09	-0.04
ATTR8	0.14	0.13	0.16	0.05	0.09	0.20	0.14
ATTR9	-0.23	-0.07	0.19	-0.33	0.15	-0.51	-0.03
ATTR10	0.19	0.24	0.12	0.25	0.34	0.18	0.21
ATTR11	-0.14	-0.12	-0.07	-0.02	-0.14	-0.03	-0.11
ATTR12	0.17	0.12	-0.03	0.07	0.12	0.03	-0.02
ATTR13	0.19	0.23	0.28	0.30	0.24	0.22	0.24
ATTR17	0.28	0.28	0.18	0.13	0.28	0.24	0.31
ATTR18	0.25	0.27	0.25	0.33	0.31	0.24	0.28
ATTR20	-0.08	-0.09	-0.05	-0.06	-0.15	0.02	-0.05
ATTR21	-0.06	-0.05	-0.11	-0.15	-0.02	-0.08	0.13
ATTR22	0.30	0.31	0.26	0.29	0.33	0.23	0.22
ATTR23	-0.10	-0.13	-0.05	-0.10	-0.17	-0.09	-0.21
ATTR24	0.33	0.35	0.51	0.51	0.38	0.44	0.27
ATTR25	-0.02	-0.05	-0.37	-0.28	-0.05	-0.09	-0.01
ATTR26	0.14	0.14	0.10	0.12	0.06	0.18	0.11
ATTR27	0.10	0.12	0.21	0.10	0.12	-0.03	0.02
ATTR28	-0.27	-0.28	-0.31	-0.32	-0.29	-0.09	-0.38
ATTR29	-0.05	-0.05	0.01	-0.19	-0.04	-0.14	-0.07
ATTR30	-0.10	-0.09	-0.16	-0.08	-0.05	-0.08	-0.03
ATTR31	0.43	0.42	0.47	0.57	0.39	0.33	0.61

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.14	0.10	0.23	0.43	0.00	0.25	0.09
ATTR2	0.16	0.14	0.20	0.00	0.05	0.43	0.09
ATTR3	0.05	0.04	0.03	0.00	0.00	0.00	0.21
ATTR4	0.19	0.16	0.15	0.00	0.17	0.00	0.11
ATTR6	0.06	0.04	0.00	0.00	0.05	0.00	0.00
ATTR7	0.11	0.08	0.03	0.29	0.00	0.00	0.00
ATTR8	0.10	0.09	0.09	0.00	0.00	0.33	0.00
ATTR9	0.07	0.16	0.20	0.00	0.27	0.00	0.11
ATTR10	0.12	0.17	0.05	0.27	0.31	0.09	0.00
ATTR11	0.06	0.10	0.05	0.00	0.10	0.00	0.00
ATTR12	0.16	0.12	0.00	0.27	0.16	0.09	0.00
ATTR13	0.00	0.03	0.07	0.29	0.06	0.00	0.00
ATTR17	0.06	0.05	0.00	0.00	0.06	0.10	0.12
ATTR18	0.06	0.07	0.06	0.00	0.05	0.00	0.20
ATTR20	0.05	0.03	0.09	0.00	0.00	0.10	0.09
ATTR21	0.06	0.07	0.06	0.00	0.05	0.00	0.20
ATTR22	0.03	0.03	0.03	0.00	0.00	0.00	0.09
ATTR23	0.05	0.03	0.09	0.00	0.00	0.10	0.09
ATTR24	0.07	0.16	0.20	0.00	0.27	0.00	0.11
ATTR25	0.07	0.07	0.00	0.00	0.12	0.10	0.12
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.03	0.04	0.11	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.05	0.03	0.09	0.00	0.00	0.10	0.09
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.03	0.43	0.00	0.00	0.21

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.43	0.54	0.59	0.47	0.49	0.62	0.56
VAL19K	0.43	0.54	0.59	0.46	0.49	0.61	0.55
VAL67N	0.44	0.55	0.60	0.49	0.50	0.63	0.58
VAL76Y	0.45	0.56	0.60	0.50	0.50	0.64	0.60
VAL88M	0.42	0.54	0.58	0.44	0.49	0.60	0.52
VAL91A	0.43	0.53	0.57	0.48	0.48	0.61	0.57
VAL94B	0.40	0.50	0.53	0.46	0.45	0.58	0.53
REG16S	0.28	0.35	0.33	0.25	0.31	0.42	0.31
REG19K	0.27	0.36	0.33	0.24	0.32	0.41	0.29
REG67N	0.25	0.35	0.35	0.29	0.34	0.42	0.33
REG76Y	0.25	0.28	0.23	0.26	0.24	0.37	0.28
REG88M	0.22	0.34	0.32	0.21	0.30	0.36	0.22
REG91A	0.27	0.29	0.25	0.22	0.25	0.40	0.30
REG94B	0.24	0.30	0.25	0.26	0.26	0.36	0.30
UNI16S	0.48	0.59	0.68	0.50	0.54	0.68	0.61
UNI19K	0.45	0.58	0.68	0.47	0.54	0.66	0.55
UNI67N	0.46	0.60	0.68	0.52	0.55	0.68	0.59
UNI76Y	0.41	0.50	0.54	0.42	0.42	0.56	0.49
UNI88M	0.37	0.53	0.62	0.35	0.49	0.55	0.39
UNI91A	0.47	0.55	0.62	0.49	0.52	0.66	0.64
UNI94B	0.35	0.44	0.48	0.46	0.40	0.52	0.49

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.0 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.529	0.322	0.543
AVG OFF	0.603	0.603	0.523	0.295	0.524

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.12	0.12	0.16	0.18	0.14	0.12	0.13
ATTR2	0.12	0.12	0.14	0.14	0.12	0.12	0.11
ATTR3	0.09	0.09	0.10	0.13	0.09	0.08	0.14
ATTR4	0.12	0.11	0.11	0.08	0.12	0.09	0.07
ATTR6	0.11	0.11	0.09	0.10	0.10	0.11	0.12
ATTR7	0.11	0.11	0.10	0.13	0.11	0.09	0.09
ATTR8	0.11	0.11	0.11	0.12	0.10	0.11	0.12
ATTR9	0.09	0.10	0.14	0.06	0.11	0.09	0.08
ATTR10	0.08	0.09	0.06	0.07	0.09	0.10	0.10
ATTR11	0.08	0.08	0.07	0.06	0.08	0.10	0.07
ATTR12	0.08	0.07	0.05	0.05	0.08	0.07	0.05
ATTR13	0.07	0.08	0.08	0.08	0.07	0.10	0.12
ATTR17	0.05	0.06	0.04	0.04	0.04	0.04	0.04
ATTR18	0.10	0.10	0.10	0.11	0.10	0.10	0.11
ATTR20	0.06	0.06	0.05	0.06	0.05	0.08	0.08
ATTR21	0.08	0.08	0.06	0.08	0.07	0.07	0.10
ATTR22	0.09	0.09	0.09	0.11	0.09	0.09	0.10
ATTR23	0.06	0.06	0.05	0.05	0.05	0.06	0.06
ATTR24	0.08	0.09	0.09	0.05	0.09	0.09	0.06
ATTR25	0.08	0.08	0.03	0.01	0.06	0.05	0.02
ATTR26	0.06	0.06	0.04	0.04	0.05	0.06	0.04
ATTR27	0.07	0.07	0.10	0.06	0.09	0.07	0.04
ATTR28	0.04	0.04	0.06	0.04	0.05	0.06	0.03
ATTR29	0.05	0.04	0.03	0.04	0.04	0.04	0.04
ATTR30	0.02	0.01	0.01	0.03	0.02	0.02	0.09
ATTR31	0.06	0.06	0.09	0.14	0.07	0.06	0.16

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.77	0.69	0.88	1.16	0.96	0.88	0.52
ATTR2	0.19	0.15	0.29	0.32	0.12	0.33	0.13
ATTR3	-0.30	-0.26	-0.36	-0.10	-0.37	-0.34	0.31
ATTR4	0.20	0.12	-0.14	-0.32	0.18	-0.19	-0.36
ATTR6	0.28	0.26	0.12	0.10	0.21	0.24	0.19
ATTR7	0.05	0.05	-0.03	0.10	0.03	-0.05	-0.04
ATTR8	0.20	0.18	0.18	0.11	0.15	0.21	0.14
ATTR9	-0.34	-0.13	0.15	-0.51	-0.26	-0.27	-0.07
ATTR10	0.10	0.17	0.05	0.08	0.17	0.18	0.24
ATTR11	-0.12	-0.15	-0.12	0.00	-0.17	0.01	-0.03
ATTR12	0.10	0.05	-0.02	-0.01	0.10	0.04	-0.02
ATTR13	0.17	0.20	0.22	0.17	0.16	0.29	0.29
ATTR17	0.17	0.21	0.18	0.13	0.16	0.13	0.10
ATTR18	0.28	0.31	0.48	0.36	0.36	0.37	0.21
ATTR20	-0.10	-0.13	-0.14	-0.06	-0.12	0.03	0.01
ATTR21	-0.13	-0.10	-0.20	-0.11	-0.16	-0.24	0.06
ATTR22	0.31	0.31	0.19	0.18	0.30	0.27	0.14
ATTR23	-0.06	-0.11	-0.17	-0.11	-0.11	-0.11	-0.12
ATTR24	0.36	0.36	0.41	0.38	0.46	0.53	0.35
ATTR25	-0.05	-0.09	-0.41	-0.25	-0.24	-0.28	-0.25
ATTR26	0.17	0.15	0.12	0.13	0.11	0.19	0.14
ATTR27	0.19	0.23	0.33	0.13	0.29	0.10	0.00
ATTR28	-0.28	-0.30	-0.20	-0.30	-0.27	-0.12	-0.47
ATTR29	-0.13	-0.13	-0.16	-0.25	-0.17	-0.17	-0.26
ATTR30	-0.17	-0.20	-0.28	-0.23	-0.20	-0.11	0.18
ATTR31	0.44	0.46	0.49	0.68	0.45	0.33	0.76

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.17	0.15	0.33	0.51	0.29	0.24	0.00
ATTR2	0.21	0.18	0.33	0.34	0.29	0.37	0.00
ATTR3	0.03	0.00	0.00	0.09	0.00	0.00	0.81
ATTR4	0.21	0.22	0.20	0.00	0.20	0.11	0.00
ATTR6	0.14	0.10	0.00	0.00	0.00	0.00	0.00
ATTR7	0.14	0.14	0.06	0.16	0.09	0.00	0.00
ATTR8	0.18	0.14	0.06	0.09	0.09	0.26	0.00
ATTR9	0.07	0.16	0.20	0.00	0.11	0.11	0.00
ATTR10	0.07	0.11	0.00	0.08	0.11	0.11	0.00
ATTR11	0.03	0.04	0.00	0.00	0.00	0.00	0.00
ATTR12	0.07	0.08	0.00	0.00	0.11	0.11	0.00
ATTR13	0.06	0.04	0.07	0.08	0.00	0.13	0.00
ATTR17	0.03	0.03	0.00	0.00	0.00	0.00	0.00
ATTR18	0.03	0.03	0.00	0.00	0.00	0.00	0.00
ATTR20	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR21	0.03	0.03	0.00	0.00	0.00	0.00	0.00
ATTR22	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR23	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR24	0.07	0.12	0.20	0.00	0.11	0.11	0.00
ATTR25	0.07	0.07	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.06	0.36	0.00	0.00	0.81

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.56	0.61	0.49	0.51	0.65	0.59
VAL19K	0.45	0.56	0.61	0.49	0.51	0.65	0.58
VAL67N	0.46	0.57	0.63	0.52	0.52	0.66	0.61
VAL76Y	0.46	0.55	0.60	0.53	0.50	0.65	0.63
VAL88M	0.46	0.57	0.63	0.51	0.52	0.66	0.60
VAL91A	0.45	0.55	0.60	0.49	0.50	0.64	0.58
VAL94B	0.43	0.54	0.57	0.50	0.48	0.63	0.60
REG16S	0.30	0.36	0.32	0.26	0.31	0.44	0.33
REG19K	0.28	0.37	0.33	0.27	0.32	0.43	0.32
REG67N	0.25	0.31	0.35	0.28	0.31	0.39	0.32
REG76Y	0.25	0.22	0.19	0.26	0.19	0.34	0.29
REG88M	0.27	0.34	0.34	0.26	0.29	0.42	0.31
REG91A	0.27	0.32	0.30	0.24	0.29	0.42	0.31
REG94B	0.20	0.24	0.19	0.26	0.20	0.31	0.32
UNI16S	0.49	0.61	0.68	0.51	0.56	0.70	0.64
UNI19K	0.48	0.61	0.70	0.50	0.57	0.69	0.60
UNI67N	0.50	0.63	0.75	0.54	0.59	0.72	0.63
UNI76Y	0.49	0.57	0.63	0.56	0.51	0.68	0.66
UNI88M	0.50	0.62	0.74	0.53	0.58	0.72	0.63
UNI91A	0.49	0.59	0.70	0.50	0.56	0.69	0.63
UNI94B	0.27	0.28	0.24	0.40	0.22	0.32	0.45

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.563	0.329	0.588
AVG OFF	0.603	0.603	0.552	0.295	0.555

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.12	0.12	0.16	0.18	0.13	0.15	0.18
ATTR2	0.12	0.12	0.14	0.14	0.12	0.14	0.13
ATTR3	0.09	0.09	0.10	0.13	0.09	0.09	0.13
ATTR4	0.12	0.11	0.10	0.08	0.12	0.08	0.08
ATTR6	0.11	0.11	0.09	0.10	0.09	0.11	0.11
ATTR7	0.11	0.10	0.09	0.13	0.10	0.08	0.10
ATTR8	0.11	0.11	0.11	0.12	0.10	0.13	0.11
ATTR9	0.09	0.09	0.13	0.06	0.10	0.06	0.08
ATTR10	0.08	0.09	0.06	0.07	0.09	0.07	0.07
ATTR11	0.08	0.08	0.06	0.06	0.07	0.08	0.06
ATTR12	0.08	0.07	0.05	0.05	0.07	0.04	0.05
ATTR13	0.07	0.08	0.07	0.08	0.07	0.09	0.08
ATTR17	0.06	0.06	0.05	0.04	0.06	0.04	0.04
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.11
ATTR20	0.06	0.06	0.06	0.06	0.06	0.10	0.06
ATTR21	0.08	0.08	0.07	0.08	0.08	0.08	0.08
ATTR22	0.09	0.09	0.09	0.11	0.10	0.09	0.09
ATTR23	0.06	0.06	0.06	0.05	0.05	0.08	0.05
ATTR24	0.07	0.08	0.08	0.05	0.09	0.04	0.05
ATTR25	0.08	0.08	0.03	0.01	0.07	0.04	0.02
ATTR26	0.06	0.06	0.04	0.04	0.06	0.07	0.04
ATTR27	0.07	0.07	0.09	0.06	0.08	0.05	0.07
ATTR28	0.04	0.04	0.06	0.04	0.04	0.07	0.05
ATTR29	0.05	0.05	0.05	0.04	0.04	0.07	0.04
ATTR30	0.02	0.01	0.01	0.03	0.01	0.04	0.06
ATTR31	0.06	0.06	0.09	0.14	0.08	0.05	0.12

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.83	0.76	0.93	1.16	0.88	1.21	1.06
ATTR2	0.22	0.20	0.35	0.33	0.15	0.57	0.27
ATTR3	-0.33	-0.29	-0.38	-0.10	-0.31	-0.43	-0.01
ATTR4	0.19	0.15	-0.14	-0.32	0.18	-0.27	-0.32
ATTR6	0.29	0.26	0.13	0.10	0.19	0.20	0.18
ATTR7	0.04	0.01	-0.05	0.10	-0.01	-0.18	-0.07
ATTR8	0.19	0.20	0.19	0.11	0.16	0.25	0.14
ATTR9	-0.39	-0.30	0.05	-0.51	-0.24	-0.65	-0.33
ATTR10	0.10	0.18	0.06	0.09	0.20	0.06	0.15
ATTR11	-0.14	-0.13	-0.11	0.00	-0.17	0.10	-0.05
ATTR12	0.10	0.06	-0.02	-0.01	0.07	-0.05	-0.00
ATTR13	0.16	0.20	0.20	0.17	0.18	0.25	0.22
ATTR17	0.19	0.20	0.19	0.13	0.20	0.10	0.14
ATTR18	0.27	0.30	0.47	0.36	0.38	0.26	0.36
ATTR20	-0.11	-0.10	-0.08	-0.06	-0.12	0.15	-0.05
ATTR21	-0.11	-0.12	-0.22	-0.11	-0.15	-0.21	-0.05
ATTR22	0.29	0.30	0.20	0.18	0.32	0.15	0.11
ATTR23	-0.06	-0.09	-0.13	-0.11	-0.15	-0.04	-0.15
ATTR24	0.35	0.35	0.43	0.38	0.41	0.45	0.40
ATTR25	-0.03	-0.03	-0.39	-0.25	-0.19	-0.21	-0.31
ATTR26	0.16	0.17	0.12	0.13	0.15	0.22	0.17
ATTR27	0.19	0.16	0.28	0.13	0.26	-0.03	0.16
ATTR28	-0.26	-0.27	-0.24	-0.30	-0.29	-0.04	-0.33
ATTR29	-0.14	-0.13	-0.08	-0.25	-0.16	-0.08	-0.28
ATTR30	-0.19	-0.17	-0.29	-0.23	-0.22	-0.14	-0.04
ATTR31	0.43	0.45	0.50	0.68	0.48	0.26	0.64

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.18	0.17	0.33	0.51	0.30	0.26	0.35
ATTR2	0.21	0.19	0.33	0.34	0.30	0.41	0.35
ATTR3	0.03	0.02	0.00	0.09	0.00	0.00	0.44
ATTR4	0.21	0.20	0.17	0.00	0.20	0.00	0.00
ATTR6	0.15	0.10	0.00	0.00	0.00	0.00	0.00
ATTR7	0.15	0.12	0.06	0.17	0.09	0.00	0.00
ATTR8	0.16	0.16	0.06	0.09	0.09	0.41	0.00
ATTR9	0.06	0.11	0.17	0.00	0.11	0.00	0.00
ATTR10	0.06	0.13	0.00	0.08	0.11	0.00	0.00
ATTR11	0.03	0.05	0.00	0.00	0.00	0.00	0.00
ATTR12	0.06	0.08	0.00	0.00	0.11	0.00	0.00
ATTR13	0.06	0.05	0.06	0.08	0.00	0.15	0.00
ATTR17	0.06	0.02	0.00	0.00	0.00	0.00	0.00
ATTR18	0.03	0.02	0.05	0.00	0.00	0.00	0.00
ATTR20	0.00	0.00	0.05	0.00	0.00	0.11	0.00
ATTR21	0.03	0.02	0.05	0.00	0.00	0.00	0.00
ATTR22	0.00	0.00	0.05	0.00	0.00	0.00	0.00
ATTR23	0.00	0.00	0.05	0.00	0.00	0.11	0.00
ATTR24	0.06	0.08	0.17	0.00	0.11	0.00	0.00
ATTR25	0.09	0.07	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.00	0.00	0.05	0.00	0.00	0.11	0.00
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.05	0.36	0.00	0.00	0.44

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.56	0.61	0.49	0.51	0.65	0.59
VAL19K	0.45	0.56	0.61	0.49	0.51	0.64	0.58
VAL67N	0.45	0.56	0.62	0.52	0.51	0.65	0.61
VAL76Y	0.46	0.55	0.60	0.53	0.50	0.65	0.63
VAL88M	0.45	0.56	0.62	0.50	0.51	0.65	0.59
VAL91A	0.44	0.54	0.58	0.50	0.48	0.63	0.60
VAL94B	0.45	0.55	0.60	0.53	0.49	0.65	0.63
REG16S	0.30	0.35	0.31	0.26	0.30	0.44	0.33
REG19K	0.30	0.36	0.32	0.26	0.31	0.44	0.32
REG67N	0.26	0.31	0.34	0.29	0.30	0.40	0.33
REG76Y	0.25	0.22	0.19	0.26	0.19	0.34	0.30
REG88M	0.28	0.33	0.33	0.26	0.29	0.41	0.30
REG91A	0.28	0.26	0.23	0.23	0.22	0.39	0.32
REG94B	0.25	0.25	0.23	0.28	0.21	0.36	0.34
UNI16S	0.49	0.61	0.68	0.51	0.56	0.70	0.64
UNI19K	0.49	0.61	0.70	0.50	0.56	0.70	0.62
UNI67N	0.50	0.63	0.73	0.56	0.58	0.73	0.65
UNI76Y	0.49	0.57	0.63	0.56	0.51	0.68	0.66
UNI88M	0.50	0.62	0.74	0.53	0.58	0.72	0.64
UNI91A	0.46	0.53	0.58	0.50	0.50	0.64	0.66
UNI94B	0.48	0.53	0.59	0.58	0.47	0.64	0.68

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.562	0.325	0.612
AVG OFF	0.603	0.603	0.551	0.294	0.589

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.12	0.12	0.16	0.18	0.13	0.15	0.17
ATTR2	0.12	0.12	0.14	0.14	0.12	0.14	0.12
ATTR3	0.09	0.09	0.10	0.13	0.09	0.09	0.13
ATTR4	0.12	0.11	0.10	0.08	0.12	0.08	0.08
ATTR6	0.11	0.11	0.09	0.10	0.10	0.11	0.11
ATTR7	0.11	0.10	0.10	0.13	0.10	0.08	0.09
ATTR8	0.11	0.11	0.11	0.12	0.10	0.13	0.12
ATTR9	0.09	0.09	0.13	0.06	0.10	0.06	0.08
ATTR10	0.08	0.09	0.06	0.07	0.09	0.07	0.08
ATTR11	0.08	0.08	0.06	0.06	0.08	0.08	0.06
ATTR12	0.08	0.07	0.05	0.05	0.08	0.04	0.05
ATTR13	0.07	0.08	0.08	0.08	0.08	0.10	0.09
ATTR17	0.06	0.06	0.04	0.04	0.05	0.04	0.04
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.11
ATTR20	0.06	0.06	0.06	0.06	0.06	0.10	0.07
ATTR21	0.08	0.08	0.07	0.08	0.08	0.08	0.09
ATTR22	0.09	0.09	0.09	0.11	0.10	0.09	0.09
ATTR23	0.06	0.06	0.06	0.05	0.05	0.08	0.05
ATTR24	0.08	0.08	0.08	0.05	0.09	0.04	0.06
ATTR25	0.08	0.08	0.03	0.01	0.07	0.04	0.02
ATTR26	0.06	0.06	0.04	0.04	0.06	0.07	0.04
ATTR27	0.07	0.07	0.09	0.06	0.08	0.05	0.06
ATTR28	0.04	0.04	0.06	0.04	0.04	0.07	0.05
ATTR29	0.05	0.04	0.05	0.04	0.04	0.07	0.04
ATTR30	0.02	0.01	0.01	0.03	0.01	0.04	0.07
ATTR31	0.06	0.06	0.09	0.14	0.07	0.05	0.13

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.82	0.74	0.94	1.15	0.86	1.19	0.95
ATTR2	0.21	0.19	0.34	0.33	0.13	0.57	0.24
ATTR3	-0.33	-0.29	-0.38	-0.08	-0.31	-0.42	0.07
ATTR4	0.19	0.14	-0.14	-0.32	0.16	-0.28	-0.33
ATTR6	0.29	0.26	0.13	0.10	0.19	0.20	0.18
ATTR7	0.05	0.02	-0.05	0.10	0.00	-0.18	-0.06
ATTR8	0.19	0.19	0.18	0.11	0.15	0.25	0.14
ATTR9	-0.38	-0.25	0.06	-0.51	-0.21	-0.64	-0.27
ATTR10	0.10	0.18	0.06	0.08	0.20	0.07	0.17
ATTR11	-0.14	-0.13	-0.11	0.00	-0.17	0.11	-0.05
ATTR12	0.10	0.06	-0.02	-0.01	0.08	-0.05	-0.01
ATTR13	0.16	0.20	0.20	0.17	0.18	0.26	0.24
ATTR17	0.19	0.20	0.19	0.13	0.19	0.10	0.13
ATTR18	0.27	0.31	0.47	0.36	0.38	0.28	0.33
ATTR20	-0.11	-0.10	-0.09	-0.06	-0.12	0.15	-0.03
ATTR21	-0.11	-0.12	-0.21	-0.11	-0.16	-0.22	-0.02
ATTR22	0.30	0.30	0.19	0.19	0.32	0.15	0.12
ATTR23	-0.06	-0.10	-0.14	-0.11	-0.14	-0.05	-0.14
ATTR24	0.35	0.35	0.43	0.37	0.43	0.45	0.40
ATTR25	-0.04	-0.05	-0.40	-0.24	-0.21	-0.21	-0.30
ATTR26	0.16	0.16	0.12	0.13	0.14	0.22	0.16
ATTR27	0.19	0.17	0.29	0.12	0.26	-0.03	0.13
ATTR28	-0.26	-0.28	-0.23	-0.31	-0.29	-0.03	-0.37
ATTR29	-0.14	-0.13	-0.10	-0.25	-0.15	-0.10	-0.28
ATTR30	-0.18	-0.17	-0.29	-0.23	-0.21	-0.13	0.01
ATTR31	0.43	0.45	0.49	0.69	0.47	0.26	0.67

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.18	0.16	0.33	0.51	0.29	0.26	0.29
ATTR2	0.21	0.19	0.33	0.33	0.29	0.42	0.29
ATTR3	0.03	0.02	0.00	0.09	0.00	0.00	0.54
ATTR4	0.22	0.20	0.17	0.00	0.20	0.00	0.00
ATTR6	0.15	0.09	0.00	0.00	0.00	0.00	0.00
ATTR7	0.15	0.12	0.06	0.16	0.08	0.00	0.00
ATTR8	0.16	0.16	0.06	0.09	0.08	0.42	0.00
ATTR9	0.06	0.12	0.17	0.00	0.12	0.00	0.00
ATTR10	0.06	0.13	0.00	0.07	0.12	0.00	0.00
ATTR11	0.03	0.05	0.00	0.00	0.00	0.00	0.00
ATTR12	0.06	0.08	0.00	0.00	0.12	0.00	0.00
ATTR13	0.06	0.05	0.06	0.07	0.00	0.15	0.00
ATTR17	0.05	0.02	0.00	0.00	0.00	0.00	0.00
ATTR18	0.03	0.02	0.04	0.00	0.00	0.00	0.00
ATTR20	0.00	0.00	0.04	0.00	0.00	0.10	0.00
ATTR21	0.03	0.02	0.04	0.00	0.00	0.00	0.00
ATTR22	0.00	0.00	0.04	0.00	0.00	0.00	0.00
ATTR23	0.00	0.00	0.04	0.00	0.00	0.10	0.00
ATTR24	0.06	0.09	0.17	0.00	0.12	0.00	0.00
ATTR25	0.08	0.07	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.00	0.00	0.04	0.00	0.00	0.10	0.00
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.05	0.38	0.00	0.00	0.54

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.56	0.61	0.49	0.51	0.65	0.59
VAL19K	0.45	0.56	0.61	0.49	0.51	0.64	0.58
VAL67N	0.46	0.57	0.62	0.52	0.52	0.66	0.61
VAL76Y	0.46	0.55	0.60	0.53	0.50	0.65	0.63
VAL88M	0.45	0.56	0.62	0.49	0.51	0.65	0.58
VAL91A	0.44	0.54	0.58	0.50	0.48	0.63	0.60
VAL94B	0.45	0.55	0.59	0.52	0.49	0.64	0.62
REG16S	0.30	0.35	0.31	0.26	0.30	0.44	0.33
REG19K	0.29	0.36	0.32	0.26	0.31	0.44	0.32
REG67N	0.25	0.31	0.34	0.29	0.30	0.40	0.33
REG76Y	0.25	0.22	0.19	0.26	0.19	0.34	0.30
REG88M	0.27	0.34	0.33	0.26	0.29	0.41	0.30
REG91A	0.28	0.26	0.23	0.23	0.23	0.39	0.32
REG94B	0.24	0.25	0.22	0.28	0.21	0.35	0.34
UNI16S	0.49	0.61	0.68	0.51	0.56	0.70	0.64
UNI19K	0.48	0.61	0.70	0.50	0.57	0.69	0.61
UNI67N	0.50	0.63	0.74	0.56	0.59	0.73	0.65
UNI76Y	0.48	0.56	0.62	0.56	0.50	0.67	0.66
UNI88M	0.50	0.62	0.75	0.52	0.58	0.71	0.63
UNI91A	0.46	0.53	0.58	0.50	0.50	0.64	0.66
UNI94B	0.45	0.49	0.53	0.56	0.43	0.59	0.65

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.562	0.327	0.609
AVG OFF	0.603	0.603	0.551	0.294	0.582

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.12	0.12	0.16	0.18	0.13	0.15	0.17
ATTR2	0.12	0.12	0.14	0.14	0.12	0.14	0.12
ATTR3	0.09	0.09	0.10	0.13	0.09	0.09	0.13
ATTR4	0.12	0.11	0.10	0.08	0.12	0.08	0.08
ATTR6	0.11	0.11	0.09	0.10	0.10	0.11	0.11
ATTR7	0.11	0.10	0.10	0.13	0.10	0.08	0.10
ATTR8	0.11	0.11	0.11	0.12	0.10	0.13	0.12
ATTR9	0.09	0.09	0.13	0.06	0.10	0.06	0.08
ATTR10	0.08	0.09	0.06	0.07	0.09	0.07	0.08
ATTR11	0.08	0.08	0.06	0.06	0.08	0.08	0.06
ATTR12	0.08	0.07	0.05	0.05	0.08	0.04	0.05
ATTR13	0.07	0.08	0.08	0.08	0.08	0.10	0.09
ATTR17	0.06	0.06	0.04	0.04	0.05	0.04	0.04
ATTR18	0.10	0.10	0.11	0.11	0.10	0.11	0.11
ATTR20	0.06	0.06	0.06	0.06	0.06	0.10	0.07
ATTR21	0.08	0.08	0.07	0.08	0.08	0.08	0.09
ATTR22	0.09	0.09	0.09	0.11	0.10	0.09	0.09
ATTR23	0.06	0.06	0.06	0.05	0.05	0.08	0.05
ATTR24	0.08	0.08	0.08	0.05	0.09	0.04	0.06
ATTR25	0.08	0.08	0.03	0.01	0.07	0.04	0.02
ATTR26	0.06	0.06	0.04	0.04	0.06	0.07	0.04
ATTR27	0.07	0.07	0.09	0.06	0.08	0.05	0.07
ATTR28	0.04	0.04	0.06	0.04	0.04	0.07	0.05
ATTR29	0.05	0.05	0.05	0.04	0.04	0.07	0.04
ATTR30	0.02	0.01	0.01	0.03	0.01	0.04	0.07
ATTR31	0.06	0.06	0.09	0.14	0.07	0.05	0.13

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.82	0.75	0.94	1.15	0.87	1.19	0.96
ATTR2	0.21	0.19	0.34	0.33	0.13	0.57	0.24
ATTR3	-0.33	-0.29	-0.38	-0.08	-0.31	-0.42	0.06
ATTR4	0.19	0.14	-0.14	-0.32	0.16	-0.28	-0.33
ATTR6	0.29	0.26	0.13	0.10	0.19	0.20	0.18
ATTR7	0.05	0.02	-0.05	0.10	0.00	-0.18	-0.06
ATTR8	0.19	0.19	0.18	0.11	0.15	0.25	0.14
ATTR9	-0.38	-0.26	0.06	-0.51	-0.21	-0.64	-0.28
ATTR10	0.10	0.18	0.06	0.08	0.20	0.07	0.17
ATTR11	-0.14	-0.13	-0.11	0.00	-0.17	0.11	-0.05
ATTR12	0.10	0.06	-0.02	-0.01	0.08	-0.05	-0.01
ATTR13	0.16	0.20	0.20	0.17	0.18	0.26	0.24
ATTR17	0.19	0.20	0.19	0.13	0.19	0.10	0.13
ATTR18	0.27	0.31	0.47	0.36	0.38	0.28	0.34
ATTR20	-0.11	-0.10	-0.09	-0.06	-0.12	0.15	-0.03
ATTR21	-0.11	-0.12	-0.21	-0.11	-0.16	-0.22	-0.03
ATTR22	0.30	0.30	0.19	0.19	0.32	0.15	0.12
ATTR23	-0.06	-0.09	-0.14	-0.11	-0.14	-0.05	-0.14
ATTR24	0.35	0.35	0.43	0.37	0.43	0.45	0.40
ATTR25	-0.04	-0.05	-0.40	-0.24	-0.21	-0.21	-0.30
ATTR26	0.16	0.16	0.12	0.13	0.14	0.22	0.16
ATTR27	0.19	0.17	0.29	0.12	0.26	-0.03	0.13
ATTR28	-0.26	-0.28	-0.23	-0.31	-0.29	-0.03	-0.36
ATTR29	-0.14	-0.13	-0.09	-0.25	-0.15	-0.10	-0.28
ATTR30	-0.18	-0.17	-0.29	-0.23	-0.21	-0.13	0.00
ATTR31	0.43	0.45	0.49	0.69	0.47	0.26	0.67

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.18	0.17	0.33	0.51	0.29	0.26	0.30
ATTR2	0.21	0.19	0.33	0.33	0.29	0.42	0.30
ATTR3	0.03	0.02	0.00	0.09	0.00	0.00	0.53
ATTR4	0.22	0.20	0.17	0.00	0.20	0.00	0.00
ATTR6	0.15	0.09	0.00	0.00	0.00	0.00	0.00
ATTR7	0.15	0.12	0.06	0.16	0.08	0.00	0.00
ATTR8	0.16	0.16	0.06	0.09	0.08	0.42	0.00
ATTR9	0.06	0.12	0.17	0.00	0.12	0.00	0.00
ATTR10	0.06	0.13	0.00	0.07	0.12	0.00	0.00
ATTR11	0.03	0.05	0.00	0.00	0.00	0.00	0.00
ATTR12	0.06	0.08	0.00	0.00	0.12	0.00	0.00
ATTR13	0.06	0.05	0.06	0.07	0.00	0.15	0.00
ATTR17	0.05	0.02	0.00	0.00	0.00	0.00	0.00
ATTR18	0.03	0.02	0.04	0.00	0.00	0.00	0.00
ATTR20	0.00	0.00	0.04	0.00	0.00	0.10	0.00
ATTR21	0.03	0.02	0.04	0.00	0.00	0.00	0.00
ATTR22	0.00	0.00	0.04	0.00	0.00	0.00	0.00
ATTR23	0.00	0.00	0.04	0.00	0.00	0.10	0.00
ATTR24	0.06	0.09	0.17	0.00	0.12	0.00	0.00
ATTR25	0.08	0.07	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.00	0.00	0.04	0.00	0.00	0.10	0.00
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.05	0.38	0.00	0.00	0.53

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.45	0.56	0.61	0.49	0.51	0.65	0.59
VAL19K	0.45	0.56	0.61	0.49	0.51	0.64	0.58
VAL67N	0.46	0.57	0.62	0.52	0.52	0.66	0.61
VAL76Y	0.46	0.55	0.60	0.53	0.50	0.65	0.63
VAL88M	0.45	0.56	0.62	0.49	0.51	0.65	0.58
VAL91A	0.44	0.54	0.58	0.50	0.48	0.63	0.60
VAL94B	0.45	0.55	0.59	0.52	0.49	0.64	0.62
REG16S	0.30	0.35	0.31	0.26	0.30	0.44	0.33
REG19K	0.29	0.36	0.32	0.26	0.31	0.44	0.32
REG67N	0.25	0.31	0.34	0.29	0.30	0.40	0.33
REG76Y	0.25	0.22	0.19	0.26	0.19	0.34	0.30
REG88M	0.27	0.34	0.33	0.26	0.29	0.41	0.30
REG91A	0.28	0.26	0.23	0.23	0.23	0.39	0.32
REG94B	0.24	0.25	0.23	0.28	0.21	0.35	0.34
UNI16S	0.49	0.61	0.68	0.51	0.56	0.70	0.64
UNI19K	0.48	0.61	0.70	0.50	0.57	0.70	0.61
UNI67N	0.50	0.63	0.74	0.56	0.59	0.73	0.65
UNI76Y	0.48	0.56	0.62	0.56	0.50	0.67	0.66
UNI88M	0.50	0.62	0.75	0.52	0.58	0.71	0.63
UNI91A	0.46	0.53	0.58	0.50	0.50	0.64	0.66
UNI94B	0.45	0.50	0.54	0.56	0.44	0.59	0.65

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: TASK  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.562	0.326	0.609
AVG OFF	0.603	0.603	0.551	0.294	0.583

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.08	0.08	0.13	0.19	0.10	0.14	0.14
ATTR2	0.10	0.08	0.12	0.14	0.09	0.11	0.11
ATTR3	0.07	0.06	0.08	0.08	0.07	0.07	0.08
ATTR4	0.11	0.08	0.09	0.07	0.10	0.06	0.07
ATTR6	0.10	0.09	0.10	0.11	0.10	0.09	0.09
ATTR7	0.10	0.08	0.09	0.08	0.09	0.07	0.07
ATTR8	0.08	0.07	0.11	0.15	0.09	0.11	0.11
ATTR9	0.07	0.08	0.10	0.06	0.09	0.05	0.06
ATTR10	0.08	0.10	0.07	0.05	0.12	0.04	0.05
ATTR11	0.08	0.10	0.06	0.04	0.10	0.04	0.05
ATTR12	0.12	0.09	0.06	0.04	0.11	0.04	0.04
ATTR13	0.06	0.08	0.07	0.04	0.08	0.04	0.04
ATTR17	0.10	0.10	0.05	0.05	0.07	0.07	0.08
ATTR18	0.11	0.13	0.11	0.12	0.11	0.15	0.16
ATTR20	0.08	0.09	0.09	0.10	0.07	0.12	0.10
ATTR21	0.10	0.12	0.08	0.08	0.09	0.12	0.12
ATTR22	0.10	0.10	0.12	0.15	0.10	0.14	0.15
ATTR23	0.07	0.08	0.07	0.06	0.06	0.09	0.07
ATTR24	0.07	0.09	0.08	0.05	0.10	0.05	0.06
ATTR25	0.09	0.11	0.05	0.04	0.08	0.06	0.07
ATTR26	0.06	0.07	0.05	0.06	0.06	0.06	0.07
ATTR27	0.06	0.06	0.07	0.05	0.07	0.05	0.05
ATTR28	0.04	0.04	0.06	0.06	0.05	0.05	0.06
ATTR29	0.07	0.07	0.06	0.05	0.05	0.08	0.07
ATTR30	0.04	0.03	0.04	0.04	0.04	0.04	0.04
ATTR31	0.06	0.06	0.09	0.11	0.07	0.09	0.10

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.41	0.51	0.89	1.37	0.57	1.14	1.11
ATTR2	0.01	0.05	0.37	0.42	0.03	0.41	0.34
ATTR3	-0.25	-0.21	-0.35	-0.50	-0.27	-0.41	-0.37
ATTR4	0.38	0.02	-0.20	-0.18	0.05	-0.17	-0.16
ATTR6	0.27	0.24	0.21	0.16	0.24	0.17	0.16
ATTR7	0.07	0.02	-0.03	-0.14	0.03	-0.12	-0.11
ATTR8	0.06	0.06	0.20	0.27	0.09	0.20	0.21
ATTR9	-0.25	-0.19	-0.11	-0.60	-0.10	-0.49	-0.45
ATTR10	0.11	0.23	0.12	0.04	0.35	0.07	0.07
ATTR11	-0.13	0.07	-0.10	-0.04	-0.08	-0.05	-0.04
ATTR12	0.33	0.10	0.03	0.03	0.21	0.03	0.03
ATTR13	0.10	0.21	0.20	0.08	0.20	0.09	0.09
ATTR17	0.33	0.29	0.19	0.16	0.23	0.22	0.24
ATTR18	0.29	0.33	0.19	0.26	0.37	0.31	0.52
ATTR20	-0.00	-0.02	0.05	0.07	-0.07	0.13	-0.02
ATTR21	-0.06	0.00	-0.16	-0.22	-0.12	-0.07	-0.06
ATTR22	0.27	0.30	0.34	0.35	0.31	0.30	0.30
ATTR23	-0.18	-0.21	-0.06	-0.12	-0.19	-0.20	-0.32
ATTR24	0.22	0.33	0.48	0.35	0.46	0.33	0.29
ATTR25	0.04	0.06	-0.25	-0.09	-0.18	-0.05	-0.02
ATTR26	0.12	0.11	0.13	0.14	0.10	0.15	0.16
ATTR27	0.01	0.01	0.06	-0.00	0.07	-0.05	-0.02
ATTR28	-0.25	-0.30	-0.22	-0.13	-0.25	-0.25	-0.18
ATTR29	-0.00	0.01	-0.08	-0.20	-0.07	0.02	-0.11
ATTR30	0.02	-0.02	-0.12	-0.19	0.03	-0.17	-0.16
ATTR31	0.41	0.41	0.51	0.47	0.41	0.45	0.46

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.06	0.06	0.24	0.50	0.17	0.22	0.39
ATTR2	0.06	0.06	0.15	0.25	0.08	0.11	0.18
ATTR3	0.00	0.00	0.08	0.00	0.00	0.00	0.00
ATTR4	0.16	0.00	0.08	0.00	0.08	0.00	0.00
ATTR6	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR7	0.17	0.06	0.00	0.00	0.08	0.00	0.00
ATTR8	0.06	0.06	0.08	0.25	0.08	0.11	0.18
ATTR9	0.00	0.06	0.17	0.00	0.00	0.00	0.00
ATTR10	0.13	0.25	0.09	0.00	0.35	0.00	0.00
ATTR11	0.07	0.18	0.09	0.00	0.16	0.00	0.00
ATTR12	0.29	0.06	0.00	0.00	0.18	0.00	0.00
ATTR13	0.00	0.06	0.09	0.00	0.16	0.00	0.00
ATTR17	0.06	0.06	0.00	0.00	0.00	0.00	0.00
ATTR18	0.17	0.19	0.07	0.00	0.08	0.21	0.20
ATTR20	0.06	0.06	0.07	0.00	0.00	0.11	0.00
ATTR21	0.17	0.24	0.07	0.00	0.08	0.21	0.20
ATTR22	0.12	0.13	0.23	0.50	0.17	0.33	0.39
ATTR23	0.06	0.06	0.07	0.00	0.00	0.11	0.00
ATTR24	0.00	0.06	0.17	0.00	0.09	0.00	0.00
ATTR25	0.05	0.12	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.00	0.08	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.06	0.06	0.07	0.00	0.00	0.11	0.00
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.41	0.52	0.57	0.46	0.47	0.60	0.55
VAL19K	0.39	0.50	0.54	0.43	0.45	0.57	0.50
VAL67N	0.43	0.53	0.58	0.49	0.48	0.62	0.58
VAL76Y	0.43	0.52	0.56	0.50	0.47	0.62	0.61
VAL88M	0.42	0.53	0.58	0.46	0.48	0.61	0.54
VAL91A	0.39	0.48	0.51	0.46	0.43	0.57	0.55
VAL94B	0.39	0.48	0.51	0.47	0.44	0.58	0.55
REG16S	0.25	0.32	0.31	0.22	0.27	0.38	0.30
REG19K	0.23	0.31	0.26	0.20	0.26	0.36	0.23
REG67N	0.25	0.31	0.30	0.27	0.30	0.42	0.27
REG76Y	0.23	0.21	0.19	0.20	0.18	0.35	0.27
REG88M	0.22	0.31	0.30	0.21	0.27	0.37	0.25
REG91A	0.24	0.23	0.20	0.23	0.21	0.36	0.29
REG94B	0.24	0.23	0.20	0.22	0.20	0.35	0.28
UNI16S	0.41	0.48	0.58	0.44	0.45	0.58	0.53
UNI19K	0.37	0.45	0.51	0.39	0.42	0.53	0.44
UNI67N	0.46	0.57	0.66	0.53	0.53	0.68	0.60
UNI76Y	0.47	0.51	0.60	0.54	0.48	0.68	0.66
UNI88M	0.45	0.53	0.62	0.42	0.48	0.61	0.50
UNI91A	0.32	0.35	0.40	0.42	0.33	0.48	0.49
UNI94B	0.41	0.44	0.53	0.50	0.42	0.60	0.59

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.514	0.281	0.517
AVG OFF	0.603	0.603	0.505	0.266	0.497

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.09	0.12	0.19	0.10	0.16	0.12
ATTR2	0.11	0.09	0.12	0.14	0.10	0.13	0.10
ATTR3	0.08	0.07	0.08	0.08	0.07	0.09	0.07
ATTR4	0.11	0.10	0.09	0.07	0.12	0.07	0.06
ATTR6	0.10	0.09	0.10	0.11	0.10	0.11	0.09
ATTR7	0.10	0.09	0.09	0.08	0.10	0.09	0.06
ATTR8	0.09	0.08	0.11	0.15	0.09	0.13	0.10
ATTR9	0.07	0.08	0.10	0.06	0.09	0.06	0.05
ATTR10	0.08	0.10	0.08	0.05	0.12	0.05	0.05
ATTR11	0.08	0.10	0.08	0.04	0.10	0.05	0.04
ATTR12	0.11	0.10	0.06	0.04	0.12	0.04	0.04
ATTR13	0.06	0.08	0.08	0.04	0.08	0.05	0.04
ATTR17	0.09	0.09	0.05	0.05	0.07	0.05	0.08
ATTR18	0.10	0.11	0.10	0.12	0.09	0.12	0.16
ATTR20	0.09	0.08	0.08	0.10	0.06	0.11	0.13
ATTR21	0.09	0.10	0.08	0.08	0.07	0.09	0.13
ATTR22	0.10	0.10	0.10	0.15	0.09	0.14	0.14
ATTR23	0.08	0.07	0.07	0.06	0.05	0.08	0.09
ATTR24	0.06	0.09	0.09	0.05	0.09	0.04	0.05
ATTR25	0.08	0.09	0.05	0.04	0.07	0.04	0.08
ATTR26	0.06	0.07	0.05	0.06	0.05	0.06	0.07
ATTR27	0.05	0.06	0.08	0.05	0.07	0.05	0.05
ATTR28	0.05	0.04	0.06	0.06	0.05	0.06	0.05
ATTR29	0.07	0.06	0.06	0.05	0.05	0.07	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.07	0.06	0.08	0.11	0.07	0.11	0.08

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.64	0.49	0.76	1.37	0.53	1.27	0.98
ATTR2	0.11	0.01	0.30	0.42	-0.01	0.41	0.36
ATTR3	-0.35	-0.24	-0.29	-0.50	-0.31	-0.45	-0.34
ATTR4	0.34	0.23	-0.21	-0.18	0.24	-0.20	-0.16
ATTR6	0.28	0.25	0.22	0.16	0.26	0.18	0.19
ATTR7	0.04	0.05	-0.03	-0.14	0.05	-0.05	-0.10
ATTR8	0.09	0.06	0.20	0.27	0.09	0.22	0.17
ATTR9	-0.37	-0.21	0.01	-0.60	-0.12	-0.56	-0.44
ATTR10	0.09	0.23	0.12	0.04	0.32	0.04	0.08
ATTR11	-0.14	-0.02	0.01	-0.04	-0.14	-0.04	-0.06
ATTR12	0.32	0.17	0.00	0.03	0.27	0.02	0.02
ATTR13	0.10	0.20	0.25	0.08	0.20	0.11	0.09
ATTR17	0.30	0.28	0.18	0.16	0.22	0.17	0.24
ATTR18	0.17	0.32	0.25	0.26	0.27	0.16	0.43
ATTR20	0.04	-0.03	-0.00	0.07	-0.05	0.15	0.12
ATTR21	-0.12	-0.06	-0.17	-0.22	-0.18	-0.20	-0.07
ATTR22	0.30	0.31	0.31	0.35	0.32	0.33	0.28
ATTR23	-0.07	-0.18	-0.07	-0.12	-0.11	-0.04	-0.25
ATTR24	0.27	0.33	0.52	0.35	0.46	0.36	0.24
ATTR25	0.01	-0.00	-0.33	-0.09	-0.20	-0.11	0.07
ATTR26	0.12	0.12	0.12	0.14	0.10	0.14	0.16
ATTR27	-0.00	0.03	0.15	-0.00	0.07	-0.04	-0.05
ATTR28	-0.25	-0.27	-0.23	-0.13	-0.22	-0.20	-0.25
ATTR29	0.00	-0.03	-0.09	-0.20	-0.09	-0.09	0.02
ATTR30	-0.02	0.01	-0.10	-0.19	0.06	-0.20	-0.18
ATTR31	0.45	0.43	0.46	0.47	0.41	0.53	0.45

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
COMPONENT MODEL: ACTIVITY  
CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.13	0.09	0.20	0.50	0.16	0.37	0.19
ATTR2	0.09	0.05	0.15	0.25	0.08	0.13	0.09
ATTR3	0.00	0.00	0.10	0.00	0.00	0.00	0.00
ATTR4	0.13	0.09	0.05	0.00	0.15	0.00	0.00
ATTR6	0.04	0.00	0.00	0.00	0.00	0.00	0.00
ATTR7	0.14	0.09	0.00	0.00	0.08	0.00	0.00
ATTR8	0.09	0.05	0.09	0.25	0.08	0.13	0.09
ATTR9	0.00	0.04	0.20	0.00	0.00	0.00	0.00
ATTR10	0.10	0.24	0.15	0.00	0.32	0.00	0.00
ATTR11	0.05	0.19	0.15	0.00	0.15	0.00	0.00
ATTR12	0.23	0.14	0.00	0.00	0.24	0.00	0.00
ATTR13	0.00	0.09	0.15	0.00	0.15	0.00	0.00
ATTR17	0.04	0.04	0.00	0.00	0.00	0.00	0.00
ATTR18	0.13	0.14	0.05	0.00	0.00	0.12	0.26
ATTR20	0.09	0.05	0.05	0.00	0.00	0.12	0.09
ATTR21	0.13	0.18	0.05	0.00	0.00	0.12	0.26
ATTR22	0.18	0.14	0.15	0.50	0.16	0.37	0.28
ATTR23	0.09	0.05	0.05	0.00	0.00	0.12	0.09
ATTR24	0.00	0.04	0.20	0.00	0.09	0.00	0.00
ATTR25	0.04	0.09	0.00	0.00	0.00	0.00	0.08
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.00	0.10	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.09	0.05	0.05	0.00	0.00	0.12	0.09
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.53	0.58	0.47	0.48	0.61	0.56
VAL19K	0.41	0.52	0.57	0.45	0.47	0.60	0.53
VAL67N	0.43	0.54	0.59	0.49	0.49	0.63	0.58
VAL76Y	0.43	0.52	0.56	0.50	0.47	0.62	0.61
VAL88M	0.44	0.55	0.60	0.47	0.50	0.63	0.56
VAL91A	0.42	0.51	0.54	0.50	0.46	0.61	0.59
VAL94B	0.38	0.46	0.49	0.45	0.42	0.55	0.52
REG16S	0.26	0.33	0.31	0.23	0.27	0.40	0.32
REG19K	0.25	0.33	0.30	0.22	0.27	0.38	0.26
REG67N	0.25	0.33	0.32	0.27	0.32	0.42	0.33
REG76Y	0.23	0.21	0.19	0.20	0.18	0.35	0.27
REG88M	0.23	0.33	0.33	0.21	0.28	0.39	0.27
REG91A	0.23	0.22	0.19	0.22	0.20	0.37	0.29
REG94B	0.24	0.25	0.19	0.22	0.21	0.35	0.28
UNI16S	0.43	0.50	0.59	0.47	0.46	0.61	0.57
UNI19K	0.42	0.51	0.59	0.43	0.46	0.59	0.49
UNI67N	0.47	0.59	0.68	0.50	0.55	0.67	0.57
UNI76Y	0.47	0.51	0.60	0.54	0.48	0.68	0.66
UNI88M	0.45	0.54	0.64	0.42	0.49	0.61	0.51
UNI91A	0.38	0.42	0.49	0.49	0.39	0.57	0.56
UNI94B	0.31	0.34	0.38	0.40	0.32	0.46	0.45

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.524	0.290	0.522
AVG OFF	0.603	0.603	0.516	0.273	0.502

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.09	0.13	0.19	0.10	0.17	0.12
ATTR2	0.10	0.09	0.12	0.14	0.10	0.13	0.10
ATTR3	0.07	0.07	0.08	0.08	0.07	0.08	0.07
ATTR4	0.11	0.10	0.09	0.07	0.11	0.07	0.06
ATTR6	0.10	0.09	0.10	0.11	0.10	0.11	0.09
ATTR7	0.10	0.09	0.09	0.08	0.10	0.09	0.07
ATTR8	0.09	0.08	0.11	0.15	0.09	0.13	0.10
ATTR9	0.07	0.08	0.10	0.06	0.09	0.06	0.05
ATTR10	0.08	0.10	0.08	0.05	0.12	0.05	0.05
ATTR11	0.08	0.10	0.08	0.04	0.10	0.04	0.04
ATTR12	0.11	0.09	0.06	0.04	0.12	0.04	0.04
ATTR13	0.06	0.08	0.08	0.04	0.08	0.05	0.04
ATTR17	0.09	0.09	0.05	0.05	0.07	0.05	0.08
ATTR18	0.10	0.12	0.10	0.12	0.09	0.12	0.16
ATTR20	0.09	0.08	0.08	0.10	0.06	0.11	0.12
ATTR21	0.09	0.10	0.08	0.08	0.07	0.09	0.13
ATTR22	0.10	0.10	0.11	0.15	0.09	0.14	0.14
ATTR23	0.08	0.07	0.07	0.06	0.05	0.08	0.09
ATTR24	0.06	0.09	0.09	0.05	0.10	0.04	0.05
ATTR25	0.08	0.10	0.05	0.04	0.07	0.04	0.08
ATTR26	0.06	0.07	0.05	0.06	0.05	0.06	0.07
ATTR27	0.05	0.06	0.08	0.05	0.07	0.05	0.05
ATTR28	0.05	0.04	0.06	0.06	0.05	0.05	0.05
ATTR29	0.07	0.06	0.06	0.05	0.05	0.07	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.06	0.06	0.08	0.11	0.07	0.11	0.09

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.63	0.51	0.78	1.37	0.53	1.28	0.99
ATTR2	0.09	0.02	0.30	0.42	-0.01	0.41	0.36
ATTR3	-0.35	-0.24	-0.30	-0.50	-0.30	-0.45	-0.35
ATTR4	0.34	0.19	-0.20	-0.18	0.21	-0.20	-0.16
ATTR6	0.28	0.25	0.22	0.16	0.26	0.18	0.19
ATTR7	0.04	0.04	-0.03	-0.14	0.05	-0.06	-0.10
ATTR8	0.09	0.07	0.20	0.27	0.09	0.22	0.17
ATTR9	-0.36	-0.21	-0.01	-0.60	-0.11	-0.57	-0.44
ATTR10	0.10	0.24	0.12	0.04	0.33	0.04	0.08
ATTR11	-0.12	-0.01	-0.01	-0.04	-0.14	-0.04	-0.06
ATTR12	0.33	0.16	0.01	0.03	0.27	0.02	0.02
ATTR13	0.11	0.20	0.24	0.08	0.20	0.11	0.09
ATTR17	0.29	0.28	0.18	0.16	0.21	0.17	0.24
ATTR18	0.17	0.33	0.24	0.26	0.27	0.16	0.44
ATTR20	0.04	-0.02	0.00	0.07	-0.05	0.16	0.11
ATTR21	-0.12	-0.06	-0.16	-0.22	-0.18	-0.20	-0.06
ATTR22	0.31	0.31	0.32	0.35	0.33	0.33	0.28
ATTR23	-0.07	-0.18	-0.07	-0.12	-0.11	-0.05	-0.26
ATTR24	0.28	0.34	0.52	0.35	0.47	0.36	0.25
ATTR25	0.00	-0.00	-0.32	-0.09	-0.20	-0.11	0.06
ATTR26	0.12	0.11	0.12	0.14	0.10	0.14	0.16
ATTR27	0.00	0.03	0.14	-0.00	0.07	-0.04	-0.05
ATTR28	-0.25	-0.28	-0.23	-0.13	-0.23	-0.20	-0.24
ATTR29	0.00	-0.03	-0.09	-0.20	-0.09	-0.08	0.01
ATTR30	-0.02	0.00	-0.09	-0.19	0.05	-0.20	-0.17
ATTR31	0.44	0.43	0.46	0.47	0.41	0.52	0.45

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.12	0.09	0.21	0.50	0.17	0.37	0.20
ATTR2	0.08	0.05	0.14	0.25	0.08	0.13	0.09
ATTR3	0.00	0.00	0.09	0.00	0.00	0.00	0.00
ATTR4	0.13	0.07	0.06	0.00	0.14	0.00	0.00
ATTR6	0.04	0.00	0.00	0.00	0.00	0.00	0.00
ATTR7	0.14	0.08	0.00	0.00	0.08	0.00	0.00
ATTR8	0.08	0.05	0.09	0.25	0.08	0.13	0.09
ATTR9	0.00	0.04	0.20	0.00	0.00	0.00	0.00
ATTR10	0.11	0.25	0.15	0.00	0.35	0.00	0.00
ATTR11	0.06	0.18	0.15	0.00	0.14	0.00	0.00
ATTR12	0.24	0.12	0.00	0.00	0.25	0.00	0.00
ATTR13	0.00	0.08	0.15	0.00	0.14	0.00	0.00
ATTR17	0.04	0.04	0.00	0.00	0.00	0.00	0.00
ATTR18	0.13	0.15	0.05	0.00	0.00	0.11	0.26
ATTR20	0.09	0.05	0.05	0.00	0.00	0.11	0.08
ATTR21	0.13	0.19	0.05	0.00	0.00	0.11	0.26
ATTR22	0.17	0.14	0.17	0.50	0.17	0.38	0.29
ATTR23	0.09	0.05	0.05	0.00	0.00	0.11	0.08
ATTR24	0.00	0.04	0.20	0.00	0.10	0.00	0.00
ATTR25	0.04	0.09	0.00	0.00	0.00	0.00	0.07
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.00	0.09	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.09	0.05	0.05	0.00	0.00	0.11	0.08
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.53	0.58	0.47	0.48	0.61	0.56
VAL19K	0.41	0.52	0.56	0.45	0.47	0.59	0.53
VAL67N	0.43	0.54	0.59	0.49	0.49	0.63	0.58
VAL76Y	0.43	0.52	0.56	0.50	0.47	0.62	0.61
VAL88M	0.44	0.55	0.60	0.47	0.50	0.63	0.56
VAL91A	0.42	0.51	0.54	0.50	0.46	0.61	0.59
VAL94B	0.38	0.47	0.49	0.45	0.42	0.56	0.53
REG16S	0.26	0.33	0.31	0.23	0.27	0.40	0.31
REG19K	0.24	0.33	0.29	0.21	0.27	0.38	0.26
REG67N	0.25	0.33	0.32	0.27	0.31	0.42	0.33
REG76Y	0.23	0.21	0.19	0.20	0.18	0.35	0.27
REG88M	0.23	0.33	0.33	0.21	0.28	0.38	0.26
REG91A	0.23	0.22	0.19	0.22	0.20	0.36	0.29
REG94B	0.24	0.24	0.19	0.23	0.21	0.35	0.28
UNI16S	0.42	0.50	0.58	0.47	0.46	0.61	0.57
UNI19K	0.42	0.50	0.58	0.42	0.46	0.58	0.49
UNI67N	0.47	0.59	0.68	0.51	0.55	0.68	0.57
UNI76Y	0.47	0.51	0.60	0.54	0.48	0.68	0.66
UNI88M	0.45	0.53	0.64	0.41	0.48	0.61	0.50
UNI91A	0.38	0.42	0.49	0.48	0.39	0.57	0.56
UNI94B	0.31	0.35	0.39	0.41	0.33	0.46	0.46

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.524	0.289	0.522
AVG OFF	0.603	0.603	0.515	0.271	0.500

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.09	0.13	0.19	0.10	0.17	0.12
ATTR2	0.10	0.09	0.12	0.14	0.10	0.13	0.10
ATTR3	0.07	0.07	0.08	0.08	0.07	0.08	0.07
ATTR4	0.11	0.10	0.09	0.07	0.11	0.07	0.06
ATTR6	0.10	0.09	0.10	0.11	0.10	0.11	0.09
ATTR7	0.10	0.09	0.09	0.08	0.10	0.09	0.07
ATTR8	0.09	0.08	0.11	0.15	0.09	0.13	0.10
ATTR9	0.07	0.08	0.10	0.06	0.09	0.06	0.05
ATTR10	0.08	0.10	0.08	0.05	0.12	0.05	0.05
ATTR11	0.08	0.10	0.08	0.04	0.10	0.04	0.04
ATTR12	0.11	0.09	0.06	0.04	0.12	0.04	0.04
ATTR13	0.06	0.08	0.08	0.04	0.08	0.05	0.04
ATTR17	0.09	0.09	0.05	0.05	0.07	0.05	0.08
ATTR18	0.10	0.12	0.10	0.12	0.09	0.12	0.16
ATTR20	0.09	0.08	0.08	0.10	0.06	0.11	0.12
ATTR21	0.09	0.10	0.08	0.08	0.07	0.09	0.13
ATTR22	0.10	0.10	0.11	0.15	0.09	0.14	0.14
ATTR23	0.08	0.07	0.07	0.06	0.05	0.08	0.09
ATTR24	0.06	0.09	0.09	0.05	0.10	0.04	0.05
ATTR25	0.08	0.10	0.05	0.04	0.07	0.04	0.08
ATTR26	0.06	0.07	0.05	0.06	0.05	0.06	0.07
ATTR27	0.05	0.06	0.08	0.05	0.07	0.05	0.05
ATTR28	0.05	0.04	0.06	0.06	0.05	0.05	0.05
ATTR29	0.07	0.06	0.06	0.05	0.05	0.07	0.08
ATTR30	0.04	0.04	0.04	0.04	0.04	0.04	0.04
ATTR31	0.06	0.06	0.08	0.11	0.07	0.11	0.09

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.63	0.51	0.78	1.37	0.53	1.28	0.99
ATTR2	0.09	0.02	0.30	0.42	-0.01	0.41	0.35
ATTR3	-0.35	-0.24	-0.30	-0.50	-0.30	-0.45	-0.35
ATTR4	0.34	0.19	-0.20	-0.18	0.21	-0.20	-0.16
ATTR6	0.28	0.25	0.22	0.16	0.26	0.18	0.19
ATTR7	0.05	0.04	-0.03	-0.14	0.05	-0.06	-0.10
ATTR8	0.09	0.07	0.20	0.27	0.09	0.22	0.17
ATTR9	-0.36	-0.21	-0.01	-0.60	-0.11	-0.57	-0.44
ATTR10	0.10	0.24	0.12	0.04	0.33	0.04	0.08
ATTR11	-0.12	-0.01	-0.01	-0.04	-0.14	-0.04	-0.06
ATTR12	0.33	0.16	0.01	0.03	0.27	0.02	0.02
ATTR13	0.11	0.20	0.24	0.08	0.20	0.11	0.09
ATTR17	0.29	0.28	0.18	0.16	0.21	0.17	0.24
ATTR18	0.17	0.33	0.24	0.26	0.27	0.16	0.44
ATTR20	0.04	-0.02	0.00	0.07	-0.05	0.16	0.11
ATTR21	-0.12	-0.06	-0.16	-0.22	-0.18	-0.20	-0.06
ATTR22	0.31	0.31	0.32	0.35	0.33	0.33	0.28
ATTR23	-0.07	-0.18	-0.07	-0.12	-0.11	-0.05	-0.26
ATTR24	0.28	0.34	0.52	0.35	0.47	0.36	0.25
ATTR25	0.00	-0.00	-0.32	-0.09	-0.20	-0.11	0.06
ATTR26	0.12	0.12	0.12	0.14	0.10	0.14	0.16
ATTR27	0.00	0.03	0.14	-0.00	0.07	-0.04	-0.05
ATTR28	-0.25	-0.28	-0.23	-0.13	-0.23	-0.20	-0.24
ATTR29	0.00	-0.03	-0.09	-0.20	-0.09	-0.08	0.01
ATTR30	-0.02	0.00	-0.09	-0.19	0.05	-0.20	-0.17
ATTR31	0.44	0.43	0.46	0.47	0.41	0.52	0.45

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.12	0.09	0.21	0.50	0.17	0.37	0.20
ATTR2	0.08	0.05	0.14	0.25	0.08	0.13	0.09
ATTR3	0.00	0.00	0.09	0.00	0.00	0.00	0.00
ATTR4	0.13	0.07	0.06	0.00	0.14	0.00	0.00
ATTR6	0.04	0.00	0.00	0.00	0.00	0.00	0.00
ATTR7	0.14	0.08	0.00	0.00	0.08	0.00	0.00
ATTR8	0.08	0.05	0.09	0.25	0.08	0.13	0.09
ATTR9	0.00	0.04	0.20	0.00	0.00	0.00	0.00
ATTR10	0.11	0.25	0.15	0.00	0.35	0.00	0.00
ATTR11	0.06	0.18	0.15	0.00	0.14	0.00	0.00
ATTR12	0.24	0.12	0.00	0.00	0.25	0.00	0.00
ATTR13	0.00	0.08	0.15	0.00	0.14	0.00	0.00
ATTR17	0.04	0.04	0.00	0.00	0.00	0.00	0.00
ATTR18	0.13	0.15	0.05	0.00	0.00	0.11	0.26
ATTR20	0.09	0.05	0.05	0.00	0.00	0.11	0.08
ATTR21	0.13	0.19	0.05	0.00	0.00	0.11	0.26
ATTR22	0.17	0.14	0.17	0.50	0.17	0.38	0.29
ATTR23	0.09	0.05	0.05	0.00	0.00	0.11	0.08
ATTR24	0.00	0.04	0.20	0.00	0.10	0.00	0.00
ATTR25	0.04	0.09	0.00	0.00	0.00	0.00	0.08
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.00	0.09	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.09	0.05	0.05	0.00	0.00	0.11	0.08
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.00	0.00	0.00	0.00

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.53	0.58	0.47	0.48	0.61	0.56
VAL19K	0.41	0.52	0.56	0.45	0.47	0.59	0.53
VAL67N	0.43	0.54	0.59	0.49	0.49	0.63	0.58
VAL76Y	0.43	0.52	0.56	0.50	0.47	0.62	0.61
VAL88M	0.44	0.55	0.60	0.47	0.50	0.63	0.56
VAL91A	0.42	0.51	0.54	0.50	0.46	0.61	0.59
VAL94B	0.38	0.47	0.49	0.45	0.42	0.56	0.53
REG16S	0.26	0.33	0.31	0.23	0.27	0.40	0.31
REG19K	0.24	0.33	0.29	0.21	0.27	0.38	0.26
REG67N	0.25	0.33	0.32	0.27	0.31	0.42	0.33
REG76Y	0.23	0.21	0.19	0.20	0.18	0.35	0.27
REG88M	0.23	0.33	0.33	0.21	0.28	0.38	0.26
REG91A	0.23	0.22	0.19	0.22	0.20	0.36	0.29
REG94B	0.24	0.24	0.19	0.23	0.21	0.35	0.28
UNI16S	0.42	0.50	0.58	0.47	0.46	0.61	0.57
UNI19K	0.42	0.50	0.58	0.42	0.46	0.58	0.49
UNI67N	0.47	0.59	0.68	0.51	0.55	0.68	0.57
UNI76Y	0.47	0.51	0.60	0.54	0.48	0.68	0.66
UNI88M	0.45	0.53	0.64	0.41	0.48	0.61	0.50
UNI91A	0.38	0.42	0.49	0.48	0.39	0.57	0.56
UNI94B	0.31	0.35	0.39	0.40	0.33	0.46	0.46

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ACTIVITY  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.524	0.289	0.522
AVG OFF	0.603	0.603	0.515	0.271	0.500

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.08	0.09	0.09	0.17	0.09	0.12	0.13
ATTR2	0.09	0.09	0.11	0.14	0.09	0.12	0.10
ATTR3	0.07	0.07	0.08	0.15	0.07	0.08	0.14
ATTR4	0.11	0.09	0.11	0.08	0.11	0.07	0.07
ATTR6	0.10	0.09	0.08	0.10	0.10	0.10	0.12
ATTR7	0.09	0.08	0.09	0.13	0.09	0.08	0.09
ATTR8	0.08	0.08	0.09	0.12	0.08	0.11	0.12
ATTR9	0.10	0.10	0.16	0.06	0.13	0.06	0.08
ATTR10	0.11	0.10	0.10	0.06	0.14	0.08	0.10
ATTR11	0.09	0.09	0.10	0.06	0.11	0.08	0.07
ATTR12	0.09	0.08	0.07	0.05	0.11	0.05	0.05
ATTR13	0.08	0.08	0.12	0.06	0.10	0.09	0.12
ATTR17	0.11	0.08	0.05	0.04	0.06	0.10	0.04
ATTR18	0.11	0.12	0.09	0.12	0.09	0.12	0.11
ATTR20	0.06	0.09	0.04	0.07	0.05	0.08	0.08
ATTR21	0.10	0.11	0.06	0.08	0.07	0.11	0.10
ATTR22	0.09	0.10	0.08	0.12	0.08	0.09	0.10
ATTR23	0.06	0.08	0.05	0.06	0.05	0.07	0.06
ATTR24	0.11	0.10	0.14	0.05	0.14	0.07	0.06
ATTR25	0.12	0.09	0.07	0.01	0.08	0.09	0.02
ATTR26	0.06	0.06	0.04	0.04	0.05	0.07	0.04
ATTR27	0.07	0.06	0.10	0.05	0.08	0.06	0.04
ATTR28	0.04	0.03	0.05	0.04	0.03	0.07	0.02
ATTR29	0.05	0.07	0.04	0.04	0.03	0.05	0.04
ATTR30	0.01	0.01	0.01	0.03	0.01	0.04	0.09
ATTR31	0.05	0.06	0.06	0.15	0.06	0.06	0.16

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.41	0.45	0.11	0.98	0.32	0.94	0.51
ATTR2	0.07	0.08	0.11	0.32	-0.08	0.51	0.11
ATTR3	-0.27	-0.22	-0.19	0.12	-0.26	-0.28	0.32
ATTR4	0.17	0.01	-0.08	-0.34	0.10	-0.30	-0.35
ATTR6	0.28	0.24	0.16	0.10	0.24	0.23	0.19
ATTR7	0.03	0.01	0.02	0.10	0.05	-0.09	-0.03
ATTR8	0.12	0.10	0.14	0.11	0.10	0.22	0.14
ATTR9	0.03	0.08	0.67	-0.47	0.28	-0.46	-0.06
ATTR10	0.30	0.30	0.17	0.05	0.40	0.14	0.25
ATTR11	-0.24	-0.13	-0.11	0.02	-0.22	0.01	-0.03
ATTR12	0.12	0.09	-0.02	-0.01	0.18	-0.05	-0.03
ATTR13	0.20	0.23	0.31	0.13	0.23	0.25	0.29
ATTR17	0.36	0.23	0.16	0.14	0.15	0.32	0.10
ATTR18	0.21	0.32	0.37	0.34	0.32	0.25	0.22
ATTR20	-0.18	-0.04	-0.14	-0.05	-0.12	-0.04	0.01
ATTR21	0.03	-0.04	-0.14	-0.15	-0.15	0.01	0.07
ATTR22	0.32	0.32	0.23	0.24	0.34	0.21	0.13
ATTR23	-0.14	-0.15	-0.15	-0.09	-0.11	-0.16	-0.13
ATTR24	0.31	0.39	0.47	0.39	0.52	0.33	0.35
ATTR25	0.07	-0.08	-0.41	-0.22	-0.26	0.02	-0.25
ATTR26	0.05	0.08	0.06	0.14	0.04	0.19	0.14
ATTR27	0.11	0.09	0.27	0.09	0.17	-0.03	0.01
ATTR28	-0.25	-0.34	-0.21	-0.33	-0.29	-0.03	-0.48
ATTR29	-0.07	0.07	-0.05	-0.24	-0.03	-0.23	-0.27
ATTR30	-0.07	-0.13	-0.08	-0.21	-0.06	-0.06	0.18
ATTR31	0.39	0.44	0.36	0.73	0.36	0.34	0.76

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.00	0.09	0.11	0.84	0.00	0.23	0.00
ATTR2	0.14	0.09	0.11	0.00	0.00	0.48	0.00
ATTR3	0.00	0.00	0.00	0.00	0.00	0.00	0.81
ATTR4	0.31	0.10	0.22	0.00	0.20	0.00	0.00
ATTR6	0.14	0.00	0.00	0.00	0.00	0.00	0.00
ATTR7	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR8	0.00	0.00	0.11	0.00	0.00	0.48	0.00
ATTR9	0.17	0.21	0.34	0.00	0.38	0.00	0.00
ATTR10	0.17	0.20	0.12	0.00	0.37	0.00	0.00
ATTR11	0.00	0.10	0.12	0.00	0.00	0.00	0.00
ATTR12	0.17	0.10	0.00	0.00	0.20	0.00	0.00
ATTR13	0.00	0.00	0.12	0.00	0.00	0.00	0.00
ATTR17	0.15	0.00	0.00	0.00	0.00	0.21	0.00
ATTR18	0.00	0.18	0.00	0.00	0.00	0.00	0.00
ATTR20	0.00	0.09	0.00	0.00	0.00	0.00	0.00
ATTR21	0.00	0.18	0.00	0.00	0.00	0.00	0.00
ATTR22	0.00	0.09	0.00	0.00	0.00	0.00	0.00
ATTR23	0.00	0.09	0.00	0.00	0.00	0.00	0.00
ATTR24	0.17	0.21	0.34	0.00	0.38	0.00	0.00
ATTR25	0.29	0.00	0.00	0.00	0.00	0.21	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.00	0.11	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.00	0.09	0.00	0.00	0.00	0.00	0.00
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.84	0.00	0.00	0.81

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.41	0.53	0.58	0.44	0.48	0.60	0.52
VAL19K	0.41	0.53	0.57	0.45	0.48	0.60	0.53
VAL67N	0.44	0.57	0.63	0.48	0.52	0.64	0.55
VAL76Y	0.45	0.54	0.59	0.53	0.49	0.65	0.63
VAL88M	0.43	0.56	0.61	0.46	0.51	0.63	0.54
VAL91A	0.42	0.52	0.55	0.46	0.46	0.60	0.55
VAL94B	0.44	0.54	0.57	0.51	0.48	0.63	0.61
REG16S	0.23	0.34	0.32	0.21	0.30	0.37	0.24
REG19K	0.24	0.35	0.32	0.25	0.32	0.39	0.27
REG67N	0.19	0.35	0.38	0.26	0.36	0.36	0.27
REG76Y	0.26	0.23	0.18	0.28	0.20	0.35	0.32
REG88M	0.19	0.33	0.34	0.21	0.31	0.36	0.22
REG91A	0.28	0.28	0.24	0.22	0.24	0.38	0.30
REG94B	0.20	0.24	0.18	0.26	0.20	0.31	0.32
UNI16S	0.40	0.56	0.63	0.36	0.51	0.58	0.43
UNI19K	0.39	0.51	0.61	0.45	0.48	0.59	0.49
UNI67N	0.41	0.58	0.68	0.42	0.54	0.62	0.47
UNI76Y	0.25	0.31	0.32	0.36	0.23	0.38	0.41
UNI88M	0.34	0.51	0.63	0.33	0.49	0.52	0.35
UNI91A	0.45	0.52	0.57	0.44	0.50	0.62	0.60
UNI94B	0.27	0.28	0.24	0.40	0.22	0.32	0.45

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ (ADJ -- FREQ LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.544	0.322	0.499
AVG OFF	0.603	0.603	0.526	0.274	0.440

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.10	0.10	0.14	0.09	0.14	0.13
ATTR2	0.10	0.11	0.12	0.11	0.09	0.14	0.10
ATTR3	0.07	0.08	0.08	0.13	0.06	0.09	0.14
ATTR4	0.10	0.10	0.12	0.08	0.11	0.08	0.07
ATTR6	0.10	0.10	0.09	0.10	0.10	0.11	0.12
ATTR7	0.09	0.09	0.10	0.14	0.09	0.09	0.09
ATTR8	0.09	0.09	0.09	0.11	0.08	0.13	0.12
ATTR9	0.09	0.10	0.17	0.07	0.13	0.06	0.08
ATTR10	0.10	0.09	0.09	0.09	0.14	0.08	0.10
ATTR11	0.09	0.08	0.09	0.09	0.11	0.08	0.07
ATTR12	0.09	0.07	0.06	0.05	0.11	0.04	0.05
ATTR13	0.08	0.08	0.11	0.13	0.10	0.10	0.12
ATTR17	0.09	0.07	0.04	0.04	0.06	0.04	0.04
ATTR18	0.11	0.11	0.09	0.11	0.09	0.11	0.11
ATTR20	0.08	0.08	0.04	0.06	0.05	0.09	0.08
ATTR21	0.10	0.10	0.06	0.08	0.07	0.08	0.10
ATTR22	0.09	0.10	0.08	0.11	0.08	0.09	0.10
ATTR23	0.08	0.08	0.05	0.05	0.05	0.07	0.06
ATTR24	0.09	0.09	0.13	0.06	0.14	0.05	0.06
ATTR25	0.10	0.09	0.06	0.01	0.09	0.04	0.02
ATTR26	0.06	0.07	0.04	0.04	0.05	0.07	0.04
ATTR27	0.06	0.07	0.10	0.05	0.08	0.06	0.04
ATTR28	0.04	0.04	0.06	0.04	0.03	0.08	0.02
ATTR29	0.06	0.06	0.03	0.04	0.03	0.05	0.04
ATTR30	0.02	0.01	0.01	0.03	0.01	0.04	0.09
ATTR31	0.06	0.06	0.06	0.12	0.05	0.06	0.16

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.73	0.56	0.12	0.84	0.32	1.07	0.51
ATTR2	0.16	0.24	0.15	0.16	-0.08	0.59	0.11
ATTR3	-0.38	-0.23	-0.15	0.11	-0.26	-0.36	0.32
ATTR4	0.08	-0.02	-0.08	-0.35	0.10	-0.35	-0.35
ATTR6	0.27	0.26	0.16	0.14	0.24	0.23	0.19
ATTR7	0.00	-0.01	0.03	0.23	0.05	-0.10	-0.03
ATTR8	0.15	0.16	0.15	0.05	0.09	0.25	0.14
ATTR9	-0.24	-0.05	0.67	-0.38	0.28	-0.56	-0.06
ATTR10	0.22	0.23	0.13	0.15	0.40	0.07	0.25
ATTR11	-0.09	-0.13	-0.11	0.06	-0.22	0.09	-0.03
ATTR12	0.13	0.04	-0.05	-0.06	0.18	-0.06	-0.03
ATTR13	0.20	0.23	0.29	0.36	0.23	0.27	0.29
ATTR17	0.32	0.22	0.16	0.12	0.15	0.12	0.10
ATTR18	0.15	0.32	0.34	0.33	0.31	0.35	0.22
ATTR20	-0.07	-0.05	-0.15	-0.05	-0.12	0.08	0.01
ATTR21	-0.03	-0.09	-0.12	-0.11	-0.15	-0.22	0.07
ATTR22	0.33	0.31	0.23	0.23	0.34	0.17	0.13
ATTR23	-0.07	-0.12	-0.14	-0.12	-0.11	-0.08	-0.13
ATTR24	0.34	0.37	0.44	0.44	0.53	0.43	0.35
ATTR25	0.04	-0.08	-0.43	-0.29	-0.26	-0.20	-0.25
ATTR26	0.08	0.17	0.09	0.13	0.03	0.24	0.14
ATTR27	0.05	0.14	0.35	0.09	0.17	-0.02	0.01
ATTR28	-0.28	-0.30	-0.23	-0.31	-0.29	0.01	-0.48
ATTR29	-0.02	-0.03	-0.07	-0.22	-0.02	-0.24	-0.27
ATTR30	-0.11	-0.15	-0.12	-0.12	-0.05	-0.10	0.18
ATTR31	0.43	0.42	0.37	0.63	0.36	0.30	0.76

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.15	0.10	0.14	0.52	0.00	0.24	0.00
ATTR2	0.15	0.21	0.14	0.00	0.00	0.51	0.00
ATTR3	0.00	0.05	0.06	0.00	0.00	0.00	0.81
ATTR4	0.16	0.16	0.21	0.00	0.20	0.00	0.00
ATTR6	0.08	0.05	0.00	0.00	0.00	0.00	0.00
ATTR7	0.00	0.05	0.06	0.43	0.00	0.00	0.00
ATTR8	0.07	0.10	0.14	0.00	0.00	0.51	0.00
ATTR9	0.09	0.17	0.29	0.00	0.38	0.00	0.00
ATTR10	0.16	0.12	0.08	0.00	0.38	0.00	0.00
ATTR11	0.08	0.06	0.08	0.00	0.00	0.00	0.00
ATTR12	0.16	0.06	0.00	0.00	0.19	0.00	0.00
ATTR13	0.00	0.00	0.08	0.43	0.00	0.00	0.00
ATTR17	0.07	0.00	0.00	0.00	0.00	0.00	0.00
ATTR18	0.07	0.10	0.00	0.00	0.00	0.00	0.00
ATTR20	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR21	0.07	0.10	0.00	0.00	0.00	0.00	0.00
ATTR22	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR23	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR24	0.09	0.17	0.29	0.00	0.38	0.00	0.00
ATTR25	0.15	0.05	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.05	0.14	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.52	0.00	0.00	0.81

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.53	0.58	0.46	0.48	0.61	0.54
VAL19K	0.43	0.54	0.58	0.47	0.49	0.62	0.55
VAL67N	0.45	0.57	0.63	0.48	0.52	0.64	0.57
VAL76Y	0.46	0.55	0.60	0.51	0.50	0.65	0.61
VAL88M	0.43	0.56	0.61	0.46	0.51	0.63	0.54
VAL91A	0.44	0.54	0.59	0.50	0.49	0.64	0.60
VAL94B	0.44	0.54	0.57	0.51	0.48	0.63	0.61
REG16S	0.25	0.33	0.30	0.21	0.29	0.40	0.27
REG19K	0.27	0.36	0.32	0.26	0.33	0.42	0.31
REG67N	0.20	0.35	0.38	0.27	0.36	0.37	0.29
REG76Y	0.25	0.25	0.19	0.27	0.21	0.35	0.29
REG88M	0.19	0.33	0.34	0.21	0.31	0.36	0.22
REG91A	0.28	0.26	0.22	0.23	0.23	0.39	0.32
REG94B	0.20	0.24	0.18	0.26	0.20	0.31	0.32
UNI16S	0.45	0.57	0.65	0.47	0.52	0.65	0.55
UNI19K	0.47	0.59	0.68	0.51	0.56	0.68	0.59
UNI67N	0.45	0.60	0.70	0.47	0.57	0.66	0.54
UNI76Y	0.38	0.47	0.46	0.43	0.38	0.53	0.49
UNI88M	0.33	0.51	0.63	0.33	0.49	0.52	0.35
UNI91A	0.46	0.50	0.58	0.48	0.50	0.63	0.66
UNI94B	0.27	0.28	0.24	0.40	0.22	0.32	0.45

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: CTI (ADJ -- CTI LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.550	0.327	0.532
AVG OFF	0.603	0.603	0.535	0.278	0.487

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.10	0.09	0.15	0.09	0.14	0.13
ATTR2	0.10	0.11	0.12	0.12	0.09	0.14	0.10
ATTR3	0.07	0.08	0.08	0.13	0.07	0.09	0.14
ATTR4	0.10	0.10	0.11	0.08	0.11	0.08	0.07
ATTR6	0.10	0.10	0.09	0.10	0.10	0.11	0.12
ATTR7	0.09	0.09	0.09	0.14	0.09	0.09	0.09
ATTR8	0.09	0.09	0.09	0.11	0.08	0.13	0.12
ATTR9	0.09	0.10	0.17	0.07	0.13	0.06	0.08
ATTR10	0.10	0.09	0.09	0.09	0.14	0.08	0.10
ATTR11	0.09	0.08	0.10	0.08	0.11	0.08	0.07
ATTR12	0.09	0.07	0.07	0.05	0.11	0.04	0.05
ATTR13	0.08	0.08	0.11	0.12	0.10	0.10	0.12
ATTR17	0.09	0.07	0.04	0.04	0.06	0.04	0.04
ATTR18	0.11	0.11	0.09	0.11	0.09	0.11	0.11
ATTR20	0.07	0.08	0.04	0.06	0.05	0.09	0.08
ATTR21	0.10	0.10	0.06	0.08	0.07	0.08	0.10
ATTR22	0.09	0.10	0.08	0.11	0.08	0.09	0.10
ATTR23	0.08	0.07	0.05	0.05	0.05	0.07	0.06
ATTR24	0.09	0.09	0.13	0.06	0.14	0.05	0.06
ATTR25	0.10	0.09	0.06	0.01	0.08	0.04	0.02
ATTR26	0.06	0.07	0.04	0.04	0.05	0.07	0.04
ATTR27	0.06	0.07	0.10	0.05	0.08	0.05	0.04
ATTR28	0.04	0.04	0.06	0.04	0.03	0.08	0.02
ATTR29	0.06	0.06	0.03	0.04	0.03	0.05	0.04
ATTR30	0.02	0.01	0.01	0.03	0.01	0.04	0.09
ATTR31	0.06	0.06	0.06	0.12	0.06	0.06	0.16

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.70	0.54	0.11	0.86	0.32	1.06	0.51
ATTR2	0.14	0.22	0.14	0.18	-0.08	0.59	0.11
ATTR3	-0.37	-0.23	-0.15	0.11	-0.26	-0.36	0.32
ATTR4	0.09	-0.02	-0.09	-0.35	0.10	-0.35	-0.35
ATTR6	0.27	0.26	0.16	0.14	0.24	0.23	0.19
ATTR7	0.01	-0.00	0.03	0.21	0.05	-0.10	-0.03
ATTR8	0.15	0.15	0.14	0.05	0.10	0.25	0.14
ATTR9	-0.20	-0.02	0.68	-0.39	0.28	-0.56	-0.06
ATTR10	0.23	0.24	0.14	0.14	0.40	0.07	0.25
ATTR11	-0.10	-0.14	-0.11	0.06	-0.22	0.09	-0.03
ATTR12	0.14	0.04	-0.04	-0.05	0.18	-0.06	-0.03
ATTR13	0.20	0.23	0.29	0.33	0.23	0.27	0.29
ATTR17	0.31	0.22	0.16	0.12	0.15	0.12	0.10
ATTR18	0.17	0.32	0.35	0.33	0.32	0.35	0.22
ATTR20	-0.08	-0.05	-0.15	-0.05	-0.12	0.09	0.01
ATTR21	-0.03	-0.09	-0.12	-0.12	-0.16	-0.22	0.07
ATTR22	0.33	0.31	0.23	0.23	0.34	0.17	0.13
ATTR23	-0.07	-0.12	-0.14	-0.12	-0.11	-0.08	-0.13
ATTR24	0.35	0.37	0.45	0.44	0.52	0.43	0.35
ATTR25	0.03	-0.09	-0.43	-0.28	-0.27	-0.20	-0.25
ATTR26	0.08	0.16	0.08	0.14	0.04	0.25	0.14
ATTR27	0.06	0.15	0.33	0.09	0.17	-0.02	0.01
ATTR28	-0.28	-0.31	-0.22	-0.32	-0.29	0.01	-0.48
ATTR29	-0.02	-0.03	-0.06	-0.22	-0.03	-0.23	-0.27
ATTR30	-0.10	-0.15	-0.11	-0.13	-0.06	-0.10	0.18
ATTR31	0.43	0.42	0.37	0.64	0.36	0.30	0.76

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.14	0.10	0.14	0.57	0.00	0.23	0.00
ATTR2	0.15	0.19	0.14	0.00	0.00	0.51	0.00
ATTR3	0.00	0.05	0.05	0.00	0.00	0.00	0.81
ATTR4	0.17	0.17	0.21	0.00	0.21	0.00	0.00
ATTR6	0.08	0.05	0.00	0.00	0.00	0.00	0.00
ATTR7	0.00	0.05	0.05	0.39	0.00	0.00	0.00
ATTR8	0.07	0.09	0.14	0.00	0.00	0.51	0.00
ATTR9	0.10	0.18	0.29	0.00	0.37	0.00	0.00
ATTR10	0.17	0.13	0.08	0.00	0.37	0.00	0.00
ATTR11	0.08	0.06	0.08	0.00	0.00	0.00	0.00
ATTR12	0.17	0.06	0.00	0.00	0.20	0.00	0.00
ATTR13	0.00	0.00	0.08	0.39	0.00	0.00	0.00
ATTR17	0.08	0.00	0.00	0.00	0.00	0.00	0.00
ATTR18	0.07	0.10	0.00	0.00	0.00	0.00	0.00
ATTR20	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR21	0.07	0.10	0.00	0.00	0.00	0.00	0.00
ATTR22	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR23	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR24	0.10	0.18	0.29	0.00	0.37	0.00	0.00
ATTR25	0.15	0.05	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.05	0.14	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.57	0.00	0.00	0.81

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.53	0.58	0.46	0.48	0.61	0.54
VAL19K	0.43	0.54	0.58	0.47	0.49	0.62	0.55
VAL67N	0.45	0.57	0.63	0.48	0.52	0.64	0.56
VAL76Y	0.46	0.55	0.60	0.52	0.50	0.65	0.61
VAL88M	0.43	0.56	0.61	0.46	0.51	0.63	0.54
VAL91A	0.44	0.54	0.58	0.50	0.49	0.64	0.60
VAL94B	0.44	0.54	0.57	0.51	0.48	0.63	0.61
REG16S	0.25	0.33	0.31	0.21	0.29	0.40	0.27
REG19K	0.27	0.36	0.32	0.26	0.33	0.42	0.30
REG67N	0.20	0.35	0.38	0.27	0.36	0.37	0.29
REG76Y	0.25	0.25	0.19	0.27	0.21	0.35	0.29
REG88M	0.19	0.33	0.34	0.21	0.31	0.36	0.22
REG91A	0.27	0.26	0.22	0.23	0.23	0.39	0.32
REG94B	0.20	0.24	0.18	0.26	0.20	0.31	0.32
UNI16S	0.45	0.57	0.66	0.46	0.52	0.65	0.55
UNI19K	0.46	0.59	0.68	0.50	0.56	0.67	0.59
UNI67N	0.44	0.60	0.69	0.46	0.56	0.65	0.53
UNI76Y	0.37	0.46	0.45	0.43	0.37	0.53	0.49
UNI88M	0.34	0.51	0.63	0.33	0.49	0.53	0.36
UNI91A	0.46	0.50	0.57	0.48	0.50	0.62	0.66
UNI94B	0.27	0.28	0.24	0.40	0.22	0.32	0.45

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI (ADJ -- CTI LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.551	0.327	0.532
AVG OFF	0.603	0.603	0.535	0.278	0.485

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.10	0.10	0.09	0.15	0.09	0.14	0.13
ATTR2	0.10	0.11	0.12	0.12	0.09	0.14	0.10
ATTR3	0.07	0.08	0.08	0.13	0.07	0.09	0.14
ATTR4	0.10	0.10	0.11	0.08	0.11	0.08	0.07
ATTR6	0.10	0.10	0.09	0.10	0.10	0.11	0.12
ATTR7	0.09	0.09	0.09	0.14	0.09	0.09	0.09
ATTR8	0.09	0.09	0.09	0.11	0.08	0.13	0.12
ATTR9	0.09	0.10	0.17	0.07	0.13	0.06	0.08
ATTR10	0.10	0.09	0.09	0.09	0.14	0.08	0.10
ATTR11	0.09	0.08	0.10	0.08	0.11	0.08	0.07
ATTR12	0.09	0.07	0.07	0.05	0.11	0.04	0.05
ATTR13	0.08	0.08	0.11	0.12	0.10	0.10	0.12
ATTR17	0.09	0.07	0.04	0.04	0.06	0.04	0.04
ATTR18	0.11	0.11	0.09	0.11	0.09	0.11	0.11
ATTR20	0.07	0.08	0.04	0.06	0.05	0.09	0.08
ATTR21	0.10	0.10	0.06	0.08	0.07	0.08	0.10
ATTR22	0.09	0.10	0.08	0.11	0.08	0.09	0.10
ATTR23	0.08	0.07	0.05	0.05	0.05	0.07	0.06
ATTR24	0.09	0.09	0.13	0.06	0.13	0.05	0.06
ATTR25	0.10	0.09	0.06	0.01	0.08	0.04	0.02
ATTR26	0.06	0.07	0.04	0.04	0.05	0.07	0.04
ATTR27	0.06	0.07	0.10	0.05	0.08	0.05	0.04
ATTR28	0.04	0.04	0.06	0.04	0.03	0.08	0.02
ATTR29	0.06	0.06	0.03	0.04	0.03	0.05	0.04
ATTR30	0.02	0.01	0.01	0.03	0.01	0.04	0.09
ATTR31	0.06	0.06	0.06	0.12	0.06	0.06	0.16

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.70	0.54	0.11	0.86	0.32	1.06	0.51
ATTR2	0.14	0.22	0.14	0.18	-0.08	0.59	0.11
ATTR3	-0.37	-0.23	-0.15	0.11	-0.26	-0.36	0.32
ATTR4	0.09	-0.02	-0.09	-0.35	0.10	-0.35	-0.35
ATTR6	0.27	0.26	0.16	0.14	0.24	0.23	0.19
ATTR7	0.01	-0.00	0.03	0.21	0.05	-0.10	-0.03
ATTR8	0.15	0.15	0.14	0.05	0.10	0.25	0.14
ATTR9	-0.19	-0.02	0.68	-0.39	0.28	-0.56	-0.06
ATTR10	0.23	0.24	0.14	0.14	0.40	0.07	0.25
ATTR11	-0.10	-0.14	-0.11	0.06	-0.22	0.09	-0.03
ATTR12	0.14	0.04	-0.04	-0.05	0.18	-0.06	-0.03
ATTR13	0.20	0.23	0.29	0.33	0.23	0.27	0.29
ATTR17	0.31	0.22	0.16	0.12	0.15	0.12	0.10
ATTR18	0.17	0.32	0.35	0.33	0.32	0.35	0.22
ATTR20	-0.08	-0.05	-0.15	-0.05	-0.12	0.09	0.01
ATTR21	-0.03	-0.09	-0.12	-0.12	-0.16	-0.22	0.07
ATTR22	0.33	0.31	0.23	0.23	0.34	0.17	0.13
ATTR23	-0.07	-0.12	-0.14	-0.12	-0.11	-0.08	-0.13
ATTR24	0.35	0.37	0.45	0.44	0.52	0.43	0.35
ATTR25	0.03	-0.09	-0.43	-0.28	-0.27	-0.20	-0.25
ATTR26	0.08	0.16	0.08	0.14	0.04	0.25	0.14
ATTR27	0.06	0.15	0.33	0.09	0.17	-0.02	0.01
ATTR28	-0.28	-0.31	-0.22	-0.32	-0.29	0.01	-0.48
ATTR29	-0.02	-0.03	-0.06	-0.22	-0.03	-0.23	-0.27
ATTR30	-0.10	-0.15	-0.11	-0.13	-0.06	-0.10	0.18
ATTR31	0.43	0.42	0.37	0.64	0.36	0.30	0.76

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.14	0.10	0.14	0.58	0.00	0.23	0.00
ATTR2	0.15	0.19	0.14	0.00	0.00	0.51	0.00
ATTR3	0.00	0.05	0.05	0.00	0.00	0.00	0.81
ATTR4	0.18	0.17	0.21	0.00	0.21	0.00	0.00
ATTR6	0.08	0.05	0.00	0.00	0.00	0.00	0.00
ATTR7	0.00	0.05	0.05	0.39	0.00	0.00	0.00
ATTR8	0.07	0.09	0.14	0.00	0.00	0.51	0.00
ATTR9	0.10	0.18	0.29	0.00	0.37	0.00	0.00
ATTR10	0.17	0.13	0.08	0.00	0.37	0.00	0.00
ATTR11	0.08	0.06	0.08	0.00	0.00	0.00	0.00
ATTR12	0.17	0.06	0.00	0.00	0.20	0.00	0.00
ATTR13	0.00	0.00	0.08	0.39	0.00	0.00	0.00
ATTR17	0.08	0.00	0.00	0.00	0.00	0.00	0.00
ATTR18	0.07	0.10	0.00	0.00	0.00	0.00	0.00
ATTR20	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR21	0.07	0.10	0.00	0.00	0.00	0.00	0.00
ATTR22	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR23	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR24	0.10	0.18	0.29	0.00	0.37	0.00	0.00
ATTR25	0.15	0.05	0.00	0.00	0.00	0.00	0.00
ATTR26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR27	0.00	0.05	0.14	0.00	0.00	0.00	0.00
ATTR28	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR29	0.07	0.05	0.00	0.00	0.00	0.00	0.00
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATTR31	0.00	0.00	0.00	0.58	0.00	0.00	0.81

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.42	0.53	0.58	0.46	0.48	0.61	0.54
VAL19K	0.43	0.54	0.58	0.47	0.49	0.62	0.55
VAL67N	0.45	0.57	0.63	0.48	0.52	0.64	0.56
VAL76Y	0.46	0.55	0.60	0.52	0.50	0.65	0.61
VAL88M	0.43	0.56	0.61	0.46	0.51	0.63	0.54
VAL91A	0.44	0.54	0.58	0.50	0.49	0.64	0.60
VAL94B	0.44	0.54	0.57	0.51	0.48	0.63	0.61
REG16S	0.25	0.33	0.31	0.21	0.29	0.40	0.27
REG19K	0.27	0.36	0.32	0.26	0.33	0.42	0.31
REG67N	0.20	0.35	0.38	0.27	0.36	0.37	0.29
REG76Y	0.25	0.25	0.19	0.27	0.21	0.35	0.29
REG88M	0.19	0.33	0.34	0.21	0.31	0.36	0.22
REG91A	0.27	0.26	0.22	0.23	0.23	0.39	0.32
REG94B	0.20	0.24	0.18	0.26	0.20	0.31	0.32
UNI16S	0.45	0.57	0.66	0.46	0.52	0.65	0.55
UNI19K	0.46	0.59	0.68	0.50	0.56	0.67	0.59
UNI67N	0.44	0.60	0.69	0.46	0.56	0.65	0.53
UNI76Y	0.37	0.46	0.45	0.43	0.37	0.53	0.49
UNI88M	0.34	0.51	0.63	0.33	0.49	0.53	0.36
UNI91A	0.46	0.50	0.57	0.48	0.50	0.62	0.66
UNI94B	0.27	0.28	0.24	0.40	0.22	0.32	0.45

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: HYBRID  
 CRIT WEIGHTS: FREQ x CTI\_A (ADJ -- CTI LT 3.5 SET TO 0)

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.551	0.327	0.532
AVG OFF	0.603	0.603	0.535	0.278	0.485

VALIDITY WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ATTRIBUTE  
 CRITICALITY WEIGHTS: CORE TECHNICAL

ATTRNO	VAL16S	VAL19K	VAL67N	VAL76Y	VAL88M	VAL91A	VAL94B
ATTR1	0.09	0.09	0.09	0.11	0.08	0.10	0.09
ATTR2	0.08	0.08	0.09	0.10	0.08	0.10	0.09
ATTR3	0.06	0.07	0.08	0.11	0.07	0.09	0.10
ATTR4	0.09	0.08	0.09	0.08	0.07	0.07	0.06
ATTR6	0.10	0.10	0.09	0.10	0.09	0.10	0.09
ATTR7	0.10	0.09	0.09	0.10	0.09	0.09	0.08
ATTR8	0.11	0.10	0.09	0.10	0.10	0.10	0.10
ATTR9	0.08	0.10	0.11	0.06	0.11	0.07	0.07
ATTR10	0.10	0.10	0.09	0.08	0.11	0.08	0.10
ATTR11	0.11	0.10	0.09	0.07	0.09	0.08	0.08
ATTR12	0.11	0.09	0.07	0.06	0.10	0.06	0.05
ATTR13	0.09	0.09	0.10	0.08	0.09	0.09	0.10
ATTR17	0.06	0.06	0.05	0.06	0.07	0.05	0.06
ATTR18	0.09	0.10	0.11	0.11	0.10	0.10	0.12
ATTR20	0.08	0.08	0.08	0.10	0.08	0.09	0.10
ATTR21	0.09	0.09	0.09	0.10	0.09	0.09	0.11
ATTR22	0.09	0.09	0.09	0.10	0.10	0.10	0.10
ATTR23	0.08	0.09	0.08	0.10	0.09	0.08	0.09
ATTR24	0.08	0.10	0.11	0.06	0.11	0.06	0.07
ATTR25	0.08	0.09	0.06	0.06	0.08	0.06	0.06
ATTR26	0.07	0.06	0.06	0.08	0.06	0.08	0.07
ATTR27	0.07	0.07	0.09	0.07	0.07	0.08	0.07
ATTR28	0.05	0.05	0.07	0.04	0.04	0.09	0.05
ATTR29	0.09	0.08	0.08	0.09	0.08	0.08	0.09
ATTR30	0.03	0.03	0.03	0.03	0.04	0.05	0.07
ATTR31	0.07	0.07	0.08	0.12	0.08	0.09	0.11

REGRESSION WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ATTRIBUTE  
 CRITICALITY WEIGHTS: CORE TECHNICAL

ATTRNO	REG16S	REG19K	REG67N	REG76Y	REG88M	REG91A	REG94B
ATTR1	0.55	0.35	0.38	0.63	0.35	0.67	0.28
ATTR2	0.04	0.05	0.05	0.17	0.06	0.25	0.20
ATTR3	-0.33	-0.19	-0.16	0.17	-0.13	-0.12	0.25
ATTR4	-0.04	-0.23	-0.08	-0.18	-0.23	-0.30	-0.40
ATTR6	0.25	0.24	0.20	0.20	0.21	0.27	0.19
ATTR7	0.07	0.07	0.05	0.05	0.05	0.07	0.02
ATTR8	0.22	0.23	0.15	0.14	0.19	0.16	0.15
ATTR9	-0.13	0.22	0.27	-0.34	0.23	-0.22	0.01
ATTR10	0.11	0.20	0.21	0.19	0.31	0.17	0.27
ATTR11	0.14	0.01	-0.08	-0.06	-0.17	-0.01	0.03
ATTR12	0.25	0.14	0.05	0.01	0.21	0.03	-0.03
ATTR13	0.22	0.25	0.31	0.19	0.23	0.28	0.29
ATTR17	0.14	0.14	0.10	0.13	0.15	0.1	0.12
ATTR18	0.06	0.18	0.24	0.05	-0.03	0.05	0.12
ATTR20	-0.01	0.01	0.01	0.10	-0.02	0.10	0.12
ATTR21	-0.05	-0.13	-0.08	-0.03	-0.02	-0.03	0.01
ATTR22	0.30	0.27	0.26	0.25	0.37	0.26	0.19
ATTR23	0.02	0.01	-0.06	0.07	0.08	-0.00	-0.02
ATTR24	0.32	0.38	0.51	0.33	0.52	0.36	0.36
ATTR25	-0.08	-0.11	-0.36	-0.14	-0.22	-0.14	-0.19
ATTR26	0.12	0.07	0.12	0.22	0.07	0.23	0.18
ATTR27	0.03	0.06	0.19	0.16	0.01	-0.01	0.07
ATTR28	-0.32	-0.34	-0.26	-0.52	-0.39	-0.00	-0.49
ATTR29	0.16	0.15	0.05	0.01	0.16	-0.11	0.01
ATTR30	-0.08	-0.06	-0.08	-0.16	0.02	-0.06	0.14
ATTR31	0.49	0.49	0.45	0.67	0.45	0.44	0.58

UNIT WT SYNTHETIC COMPOSITES FOR PREDICTING CTP  
 COMPONENT MODEL: ATTRIBUTE  
 CRITICALITY WEIGHTS: CORE TECHNICAL

ATTRNO	UNI16S	UNI19K	UNI67N	UNI76Y	UNI88M	UNI91A	UNI94B
ATTR1	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR2	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR3	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR4	0.09	0.09	0.09	0.11	0.09	0.09	0.00
ATTR6	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR7	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR8	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR9	0.09	0.09	0.09	0.00	0.09	0.09	0.11
ATTR10	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR11	0.09	0.09	0.09	0.00	0.09	0.09	0.11
ATTR12	0.09	0.09	0.09	0.00	0.09	0.09	0.00
ATTR13	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR17	0.09	0.00	0.00	0.00	0.09	0.00	0.00
ATTR18	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR20	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR21	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR22	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR23	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR24	0.09	0.09	0.09	0.00	0.09	0.09	0.11
ATTR25	0.09	0.09	0.09	0.00	0.09	0.09	0.00
ATTR26	0.09	0.09	0.09	0.11	0.09	0.09	0.00
ATTR27	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR28	0.00	0.00	0.09	0.00	0.00	0.09	0.00
ATTR29	0.09	0.09	0.09	0.11	0.09	0.09	0.11
ATTR30	0.00	0.00	0.00	0.00	0.00	0.00	0.11
ATTR31	0.09	0.09	0.09	0.11	0.09	0.09	0.11

MULT CORRELATIONS BETWEEN SYNTHETIC COMPOSITES AND CTP  
 COMPONENT MODEL: ATTRIBUTE  
 CRITICALITY WEIGHTS: CORE TECHNICAL

COMP	CTP16S	CTP19K	CTP67N	CTP76Y	CTP88M	CTP91A	CTP94B
VAL16S	0.41	0.52	0.56	0.45	0.47	0.60	0.54
VAL19K	0.41	0.52	0.56	0.45	0.47	0.60	0.53
VAL67N	0.41	0.52	0.56	0.46	0.47	0.59	0.53
VAL76Y	0.40	0.50	0.53	0.47	0.45	0.59	0.55
VAL88M	0.40	0.52	0.55	0.45	0.47	0.59	0.53
VAL91A	0.41	0.51	0.54	0.46	0.45	0.59	0.55
VAL94B	0.39	0.49	0.52	0.45	0.44	0.57	0.53
REG16S	0.22	0.31	0.26	0.19	0.27	0.37	0.28
REG19K	0.20	0.34	0.28	0.23	0.31	0.38	0.29
REG67N	0.21	0.33	0.31	0.26	0.32	0.37	0.29
REG76Y	0.24	0.28	0.18	0.26	0.23	0.35	0.31
REG88M	0.17	0.31	0.28	0.22	0.30	0.35	0.26
REG91A	0.26	0.32	0.26	0.27	0.28	0.41	0.35
REG94B	0.21	0.29	0.19	0.26	0.26	0.34	0.32
UNI16S	0.41	0.52	0.56	0.45	0.47	0.59	0.53
UNI19K	0.42	0.54	0.57	0.46	0.49	0.61	0.54
UNI67N	0.41	0.53	0.55	0.46	0.47	0.60	0.54
UNI76Y	0.41	0.50	0.50	0.48	0.44	0.58	0.57
UNI88M	0.41	0.52	0.56	0.45	0.47	0.59	0.53
UNI91A	0.41	0.53	0.55	0.46	0.47	0.60	0.54
UNI94B	0.40	0.50	0.52	0.48	0.45	0.59	0.56

AVERAGE DIAGONAL AND OFF-DIAGONAL MULT CORRELATIONS  
 FOR EMPIRICAL, VALIDITY, REGRESSION, AND UNIT WT COMPOSITES  
 COMPONENT MODEL: ATTRIBUTE  
 CRITICALITY WEIGHTS: CORE TECHNICAL

MULT R	EMP	ADJEMP	VAL	REG	UNI
AVG DIAG	0.712	0.687	0.507	0.307	0.516
AVG OFF	0.603	0.603	0.499	0.277	0.504

**APPENDIX T**

**MEANS AND STANDARD DEVIATIONS OF CRITICAL INCIDENTS  
BY MOS, DELPHI CONDITION, AND DIMENSION**

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
<u>MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=02: Operate Crew-served Weapons</u>						
CIRAT1	Critical Incident Rating #1	85	1.282	0.453	1.000	2.000
CIRAT2	Critical Incident Rating #2	85	1.329	0.473	1.000	2.000
CIRAT3	Critical Incident Rating #3	85	1.247	0.434	1.000	2.000
CIRAT4	Critical Incident Rating #4	85	1.353	0.481	1.000	2.000
CIRAT5	Critical Incident Rating #5	84	1.333	0.499	1.000	3.000
CIRAT6	Critical Incident Rating #6	85	1.447	0.523	1.000	3.000
CIRAT7	Critical Incident Rating #7	84	1.619	0.558	1.000	3.000
CIRAT8	Critical Incident Rating #8	85	1.682	0.468	1.000	2.000
CIRAT9	Critical Incident Rating #9	83	1.699	0.487	1.000	3.000
CIRAT10	Critical Incident Rating #10	83	2.386	0.695	1.000	4.000
CIRAT11	Critical Incident Rating #11	85	2.153	0.546	1.000	3.000
CIRAT12	Critical Incident Rating #12	85	3.035	0.763	1.000	4.000
CIRAT13	Critical Incident Rating #13	84	2.976	0.744	1.000	4.000
CIRAT14	Critical Incident Rating #14	85	3.341	0.716	1.000	4.000
CIRAT15	Critical Incident Rating #15	84	3.417	0.662	1.000	4.000
CIRAT16	Critical Incident Rating #16	85	3.224	0.564	1.000	4.000
CIRAT17	Critical Incident Rating #17	85	3.424	0.624	1.000	4.000
CIRAT18	Critical Incident Rating #18	85	3.824	0.492	1.000	4.000
CIRAT19	Critical Incident Rating #19	85	3.776	0.520	1.000	4.000
CIRAT20	Critical Incident Rating #20	85	3.576	0.585	1.000	4.000

MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=03: Tactical Movements/Reconnaissance

CIRAT1	Critical Incident Rating #1	41	1.171	0.381	1.000	2.000
CIRAT2	Critical Incident Rating #2	41	1.146	0.422	1.000	3.000
CIRAT3	Critical Incident Rating #3	41	1.317	0.471	1.000	2.000
CIRAT4	Critical Incident Rating #4	41	1.488	0.506	1.000	2.000
CIRAT5	Critical Incident Rating #5	41	1.585	0.547	1.000	3.000
CIRAT6	Critical Incident Rating #6	41	1.537	0.505	1.000	2.000
CIRAT7	Critical Incident Rating #7	41	1.220	0.475	1.000	3.000
CIRAT8	Critical Incident Rating #8	41	1.805	0.401	1.000	2.000
CIRAT9	Critical Incident Rating #9	41	1.683	0.521	1.000	3.000
CIRAT10	Critical Incident Rating #10	41	2.146	0.615	1.000	3.000
CIRAT11	Critical Incident Rating #11	41	2.976	0.612	1.000	4.000
CIRAT12	Critical Incident Rating #12	41	3.098	0.490	2.000	4.000
CIRAT13	Critical Incident Rating #13	41	3.122	0.557	2.000	4.000
CIRAT14	Critical Incident Rating #14	41	3.098	0.700	1.000	4.000
CIRAT15	Critical Incident Rating #15	41	3.000	0.500	1.000	4.000
CIRAT16	Critical Incident Rating #16	40	3.175	0.636	1.000	4.000
CIRAT17	Critical Incident Rating #17	41	3.244	0.663	1.000	4.000
CIRAT18	Critical Incident Rating #18	41	3.171	0.629	1.000	4.000
CIRAT19	Critical Incident Rating #19	41	3.561	0.673	1.000	4.000
CIRAT20	Critical Incident Rating #20	41	3.732	0.549	2.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=07: Detect/Identify Targets						
CIRAT1	Critical Incident Rating #1	41	1.244	0.435	1.000	2.000
CIRAT2	Critical Incident Rating #2	41	1.659	0.617	1.000	3.000
CIRAT3	Critical Incident Rating #3	41	1.488	0.506	1.000	2.000
CIRAT4	Critical Incident Rating #4	41	3.341	0.883	1.000	4.000
CIRAT5	Critical Incident Rating #5	41	3.341	0.693	1.000	4.000
CIRAT6	Critical Incident Rating #6	41	3.220	0.525	2.000	4.000
CIRAT7	Critical Incident Rating #7	41	3.488	0.637	2.000	4.000
CIRAT8	Critical Incident Rating #8	41	3.341	0.617	2.000	4.000
MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=11: Pack and Load ---						
CIRAT1	Critical Incident Rating #1	86	1.116	0.322	1.000	2.000
CIRAT2	Critical Incident Rating #2	86	1.070	0.256	1.000	2.000
CIRAT3	Critical Incident Rating #3	86	1.093	0.292	1.000	2.000
CIRAT4	Critical Incident Rating #4	85	1.224	0.419	1.000	2.000
CIRAT5	Critical Incident Rating #5	85	1.188	0.393	1.000	2.000
CIRAT6	Critical Incident Rating #6	86	1.221	0.445	1.000	3.000
CIRAT7	Critical Incident Rating #7	85	1.376	0.511	1.000	3.000
CIRAT8	Critical Incident Rating #8	86	1.698	0.487	1.000	3.000
CIRAT9	Critical Incident Rating #9	85	1.635	0.508	1.000	3.000
CIRAT10	Critical Incident Rating #10	85	1.153	0.322	1.000	2.000
CIRAT11	Critical Incident Rating #11	85	2.047	0.706	1.000	4.000
CIRAT12	Critical Incident Rating #12	82	2.646	0.791	1.000	4.000
CIRAT13	Critical Incident Rating #13	85	3.059	0.542	1.000	4.000
CIRAT14	Critical Incident Rating #14	86	3.093	0.566	1.000	4.000
CIRAT15	Critical Incident Rating #15	86	3.116	0.495	1.000	4.000
CIRAT16	Critical Incident Rating #16	85	3.541	0.609	1.000	4.000
CIRAT17	Critical Incident Rating #17	86	3.244	0.573	1.000	4.000
CIRAT18	Critical Incident Rating #18	86	3.430	0.605	1.000	4.000
CIRAT19	Critical Incident Rating #19	86	3.442	0.586	1.000	4.000
CIRAT20	Critical Incident Rating #20	86	3.256	0.557	1.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=15: Operate Vehicles/Heavy Equipment						
CIRAT1	Critical Incident Rating #1	85	1.094	0.294	1.000	2.000
CIRAT2	Critical Incident Rating #2	86	1.151	0.360	1.000	2.000
CIRAT3	Critical Incident Rating #3	85	1.141	0.350	1.000	2.000
CIRAT4	Critical Incident Rating #4	85	1.235	0.427	1.000	2.000
CIRAT5	Critical Incident Rating #5	85	1.376	0.487	1.000	2.000
CIRAT6	Critical Incident Rating #6	86	1.651	0.503	1.000	3.000
CIRAT7	Critical Incident Rating #7	86	1.488	0.526	1.000	3.000
CIRAT8	Critical Incident Rating #8	85	1.776	0.497	1.000	3.000
CIRAT9	Critical Incident Rating #9	84	1.607	0.728	1.000	3.000
CIRAT10	Critical Incident Rating #10	85	2.176	0.560	1.000	3.000
CIRAT11	Critical Incident Rating #11	86	2.791	0.576	1.000	4.000
CIRAT12	Critical Incident Rating #12	85	2.965	0.626	1.000	4.000
CIRAT13	Critical Incident Rating #13	85	3.024	0.534	1.000	4.000
CIRAT14	Critical Incident Rating #14	85	3.035	0.544	1.000	4.000
CIRAT15	Critical Incident Rating #15	85	3.141	0.601	1.000	4.000
CIRAT16	Critical Incident Rating #16	84	3.310	0.676	1.000	4.000
CIRAT17	Critical Incident Rating #17	85	3.141	0.560	1.000	4.000
CIRAT18	Critical Incident Rating #18	85	3.365	0.652	1.000	4.000
CIRAT19	Critical Incident Rating #19	85	3.682	0.561	1.000	4.000
CIRAT20	Critical Incident Rating #20	85	3.212	0.537	1.000	4.000

MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=18: Oral Communication

CIRAT1	Critical Incident Rating #1	86	1.407	0.709	1.000	4.000
CIRAT2	Critical Incident Rating #2	85	1.235	0.527	1.000	4.000
CIRAT3	Critical Incident Rating #3	84	1.274	0.475	1.000	3.000
CIRAT4	Critical Incident Rating #4	83	1.687	0.603	1.000	4.000
CIRAT5	Critical Incident Rating #5	84	1.310	0.559	1.000	4.000
CIRAT6	Critical Incident Rating #6	84	1.524	0.502	1.000	2.000
CIRAT7	Critical Incident Rating #7	84	1.286	0.480	1.000	3.000
CIRAT8	Critical Incident Rating #8	84	1.345	0.668	1.000	4.000
CIRAT9	Critical Incident Rating #9	86	1.570	0.605	1.000	4.000
CIRAT10	Critical Incident Rating #10	86	1.593	0.675	1.000	4.000
CIRAT11	Critical Incident Rating #11	85	2.000	0.913	1.000	4.000
CIRAT12	Critical Incident Rating #12	85	2.812	0.715	1.000	4.000
CIRAT13	Critical Incident Rating #13	84	2.893	0.640	1.000	4.000
CIRAT14	Critical Incident Rating #14	85	3.000	0.535	1.000	4.000
CIRAT15	Critical Incident Rating #15	85	3.106	0.637	1.000	4.000
CIRAT16	Critical Incident Rating #16	85	3.047	0.575	1.000	4.000
CIRAT17	Critical Incident Rating #17	85	3.141	0.657	1.000	4.000
CIRAT18	Critical Incident Rating #18	85	3.129	0.613	1.000	4.000
CIRAT19	Critical Incident Rating #19	85	3.647	0.649	1.000	4.000
CIRAT20	Critical Incident Rating #20	85	3.529	0.683	1.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=02: Operate Crew-served Weapons						
CIRAT1	Critical Incident Rating #1	48	1.271	0.449	1.000	2.000
CIRAT2	Critical Incident Rating #2	47	1.277	0.452	1.000	2.000
CIRAT3	Critical Incident Rating #3	48	1.229	0.425	1.000	2.000
CIRAT4	Critical Incident Rating #4	47	1.362	0.486	1.000	2.000
CIRAT5	Critical Incident Rating #5	47	1.255	0.441	1.000	2.000
CIRAT6	Critical Incident Rating #6	48	1.313	0.468	1.000	2.000
CIRAT7	Critical Incident Rating #7	47	1.617	0.491	1.000	2.000
CIRAT8	Critical Incident Rating #8	48	1.625	0.489	1.000	2.000
CIRAT9	Critical Incident Rating #9	45	1.578	0.499	1.000	2.000
CIRAT10	Critical Incident Rating #10	47	2.213	0.720	1.000	3.000
CIRAT11	Critical Incident Rating #11	48	2.042	0.544	1.000	3.000
CIRAT12	Critical Incident Rating #12	45	2.822	0.716	1.000	4.000
CIRAT13	Critical Incident Rating #13	46	2.848	0.595	1.000	4.000
CIRAT14	Critical Incident Rating #14	48	3.271	0.449	3.000	4.000
CIRAT15	Critical Incident Rating #15	48	3.188	0.445	2.000	4.000
CIRAT16	Critical Incident Rating #16	48	3.104	0.309	3.000	4.000
CIRAT17	Critical Incident Rating #17	48	3.229	0.425	3.000	4.000
CIRAT18	Critical Incident Rating #18	48	3.792	0.410	3.000	4.000
CIRAT19	Critical Incident Rating #19	48	3.688	0.468	3.000	4.000
CIRAT20	Critical Incident Rating #20	48	3.583	0.498	3.000	4.000

MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=03: Tactical Movements/Reconnaissance

CIRAT1	Critical Incident Rating #1	19	1.211	0.419	1.000	2.000
CIRAT2	Critical Incident Rating #2	19	1.316	0.478	1.000	2.000
CIRAT3	Critical Incident Rating #3	19	1.316	0.478	1.000	2.000
CIRAT4	Critical Incident Rating #4	19	1.474	0.513	1.000	2.000
CIRAT5	Critical Incident Rating #5	19	1.579	0.507	1.000	2.000
CIRAT6	Critical Incident Rating #6	19	1.632	0.496	1.000	2.000
CIRAT7	Critical Incident Rating #7	19	1.366	0.684	1.000	3.000
CIRAT8	Critical Incident Rating #8	19	1.842	0.375	1.000	2.000
CIRAT9	Critical Incident Rating #9	19	1.842	0.375	1.000	2.000
CIRAT10	Critical Incident Rating #10	19	2.368	0.496	2.000	3.000
CIRAT11	Critical Incident Rating #11	19	3.000	0.000	3.000	3.000
CIRAT12	Critical Incident Rating #12	19	3.158	0.375	3.000	4.000
CIRAT13	Critical Incident Rating #13	19	3.158	0.375	3.000	4.000
CIRAT.4	Critical Incident Rating #14	19	3.105	0.315	3.000	4.000
CIRAT15	Critical Incident Rating #15	19	3.053	0.229	3.000	4.000
CIRAT16	Critical Incident Rating #16	19	3.158	0.375	3.000	4.000
CIRAT17	Critical Incident Rating #17	19	3.158	0.375	3.000	4.000
CIRAT18	Critical Incident Rating #18	19	3.105	0.315	3.000	4.000
CIRAT19	Critical Incident Rating #19	19	3.526	0.513	3.000	4.000
CIRAT20	Critical Incident Rating #20	19	3.789	0.419	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=07: Detect/Identify Targets						
CIRAT1	Critical Incident Rating #1	19	1.316	0.478	1.000	2.000
CIRAT2	Critical Incident Rating #2	19	1.526	0.513	1.000	2.000
CIRAT3	Critical Incident Rating #3	19	1.632	0.597	1.000	3.000
CIRAT4	Critical Incident Rating #4	19	3.368	0.597	2.000	4.000
CIRAT5	Critical Incident Rating #5	19	3.316	0.478	3.000	4.000
CIRAT6	Critical Incident Rating #6	19	3.105	0.315	3.000	4.000
CIRAT7	Critical Incident Rating #7	19	3.474	0.513	3.000	4.000
CIRAT8	Critical Incident Rating #8	19	3.368	0.496	3.000	4.000

-- MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=11: Pack and Load ---

CIRAT1	Critical Incident Rating #1	49	1.122	0.331	1.000	2.000
CIRAT2	Critical Incident Rating #2	49	1.041	0.200	1.000	2.000
CIRAT3	Critical Incident Rating #3	49	1.061	0.242	1.000	2.000
CIRAT4	Critical Incident Rating #4	48	1.271	0.494	1.000	3.000
CIRAT5	Critical Incident Rating #5	48	1.167	0.377	1.000	2.000
CIRAT6	Critical Incident Rating #6	49	1.224	0.422	1.000	2.000
CIRAT7	Critical Incident Rating #7	48	1.396	0.536	1.000	3.000
CIRAT8	Critical Incident Rating #8	49	1.571	0.500	1.000	2.000
CIRAT9	Critical Incident Rating #9	47	1.468	0.504	1.000	2.000
CIRAT10	Critical Incident Rating #10	48	1.167	0.429	1.000	3.000
CIRAT11	Critical Incident Rating #11	46	2.043	0.729	1.000	4.000
CIRAT12	Critical Incident Rating #12	46	2.543	0.887	1.000	4.000
CIRAT13	Critical Incident Rating #13	48	3.083	0.498	1.000	4.000
CIRAT14	Critical Incident Rating #14	49	3.102	0.510	1.000	4.000
CIRAT15	Critical Incident Rating #15	49	3.041	0.455	1.000	4.000
CIRAT16	Critical Incident Rating #16	48	3.458	0.651	1.000	4.000
CIRAT17	Critical Incident Rating #17	49	3.286	0.456	3.000	4.000
CIRAT18	Critical Incident Rating #18	48	3.479	0.505	3.000	4.000
CIRAT19	Critical Incident Rating #19	48	3.458	0.504	3.000	4.000
CIRAT20	Critical Incident Rating #20	49	3.306	0.466	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=15: Operate Vehicles/Heavy Equipment						
CIRAT1	Critical Incident Rating #1	48	1.042	0.202	1.000	2.000
CIRAT2	Critical Incident Rating #2	49	1.163	0.373	1.000	2.000
CIRAT3	Critical Incident Rating #3	48	1.146	0.357	1.000	2.000
CIRAT4	Critical Incident Rating #4	48	1.188	0.394	1.000	2.000
CIRAT5	Critical Incident Rating #5	48	1.375	0.531	1.000	3.000
CIRAT6	Critical Incident Rating #6	49	1.571	0.540	1.000	3.000
CIRAT7	Critical Incident Rating #7	49	1.388	0.492	1.000	2.000
CIRAT8	Critical Incident Rating #8	48	1.854	0.505	1.000	3.000
CIRAT9	Critical Incident Rating #9	45	1.556	0.725	1.000	3.000
CIRAT10	Critical Incident Rating #10	49	2.245	0.596	1.000	3.000
CIRAT11	Critical Incident Rating #11	48	2.896	0.425	2.000	4.000
CIRAT12	Critical Incident Rating #12	49	3.102	0.467	2.000	4.000
CIRAT13	Critical Incident Rating #13	48	3.125	0.334	3.000	4.000
CIRAT14	Critical Incident Rating #14	49	3.082	0.277	3.000	4.000
CIRAT15	Critical Incident Rating #15	49	3.245	0.480	2.000	4.000
CIRAT16	Critical Incident Rating #16	48	3.292	0.582	2.000	4.000
CIRAT17	Critical Incident Rating #17	49	3.163	0.426	2.000	4.000
CIRAT18	Critical Incident Rating #18	49	3.388	0.533	2.000	4.000
CIRAT19	Critical Incident Rating #19	49	3.653	0.522	2.000	4.000
CIRAT20	Critical Incident Rating #20	49	3.184	0.486	2.000	4.000

MOS: Military Occ. Special=16S Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=18: Oral Communication

CIRAT1	Critical Incident Rating #1	49	1.306	0.508	1.000	3.000
CIRAT2	Critical Incident Rating #2	48	1.250	0.526	1.000	3.000
CIRAT3	Critical Incident Rating #3	48	1.229	0.425	1.000	2.000
CIRAT4	Critical Incident Rating #4	48	1.563	0.542	1.000	3.000
CIRAT5	Critical Incident Rating #5	48	1.229	0.425	1.000	2.000
CIRAT6	Critical Incident Rating #6	49	1.408	0.497	1.000	2.000
CIRAT7	Critical Incident Rating #7	48	1.292	0.582	1.000	4.000
CIRAT8	Critical Incident Rating #8	47	1.404	0.771	1.000	4.000
CIRAT9	Critical Incident Rating #9	49	1.510	0.505	1.000	2.000
CIRAT10	Critical Incident Rating #10	49	1.490	0.505	1.000	2.000
CIRAT11	Critical Incident Rating #11	48	1.854	0.743	1.000	4.000
CIRAT12	Critical Incident Rating #12	49	2.755	0.522	1.000	4.000
CIRAT13	Critical Incident Rating #13	48	2.833	0.429	1.000	3.000
CIRAT14	Critical Incident Rating #14	48	3.021	0.385	2.000	4.000
CIRAT15	Critical Incident Rating #15	48	3.083	0.498	1.000	4.000
CIRAT16	Critical Incident Rating #16	48	3.083	0.347	2.000	4.000
CIRAT17	Critical Incident Rating #17	48	3.146	0.505	2.000	4.000
CIRAT18	Critical Incident Rating #18	48	3.125	0.393	2.000	4.000
CIRAT19	Critical Incident Rating #19	48	3.771	0.472	2.000	4.000
CIRAT20	Critical Incident Rating #20	48	3.542	0.544	2.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=19K Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=02: Operate Crew-served Weapons						
CIRAT1	Critical Incident Rating #1	53	1.057	0.233	1.000	2.000
CIRAT2	Critical Incident Rating #2	53	1.189	0.395	1.000	2.000
CIRAT3	Critical Incident Rating #3	52	1.404	0.534	1.000	3.000
CIRAT4	Critical Incident Rating #4	52	1.327	0.617	1.000	4.000
CIRAT5	Critical Incident Rating #5	52	1.442	0.539	1.000	3.000
CIRAT6	Critical Incident Rating #6	52	1.519	0.542	1.000	3.000
CIRAT7	Critical Incident Rating #7	52	1.615	0.565	1.000	3.000
CIRAT8	Critical Incident Rating #8	51	1.784	0.503	1.000	3.000
CIRAT9	Critical Incident Rating #9	51	1.686	0.616	1.000	4.000
CIRAT10	Critical Incident Rating #10	50	2.560	0.760	1.000	4.000
CIRAT11	Critical Incident Rating #11	52	2.269	0.564	1.000	3.000
CIRAT12	Critical Incident Rating #12	51	3.039	0.747	1.000	4.000
CIRAT13	Critical Incident Rating #13	51	3.196	0.664	2.000	4.000
CIRAT14	Critical Incident Rating #14	52	3.519	0.505	3.000	4.000
CIRAT15	Critical Incident Rating #15	52	3.308	0.466	3.000	4.000
CIRAT16	Critical Incident Rating #16	52	3.173	0.382	3.000	4.000
CIRAT17	Critical Incident Rating #17	52	3.288	0.457	3.000	4.000
CIRAT18	Critical Incident Rating #18	51	3.863	0.348	3.000	4.000
CIRAT19	Critical Incident Rating #19	51	3.627	0.488	3.000	4.000
CIRAT20	Critical Incident Rating #20	51	3.510	0.505	3.000	4.000

MOS: Military Occ. Special=19K Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=08: Inspect/Repair/Maintain Mech Sys

CIRAT1	Critical Incident Rating #1	53	1.094	0.295	1.000	2.000
CIRAT2	Critical Incident Rating #2	53	1.057	0.233	1.000	2.000
CIRAT3	Critical Incident Rating #3	53	1.226	0.466	1.000	3.000
CIRAT4	Critical Incident Rating #4	53	1.132	0.394	1.000	3.000
CIRAT5	Critical Incident Rating #5	53	1.264	0.486	1.000	3.000
CIRAT6	Critical Incident Rating #6	53	1.283	0.455	1.000	2.000
CIRAT7	Critical Incident Rating #7	53	1.377	0.527	1.000	3.000
CIRAT8	Critical Incident Rating #8	53	1.623	0.562	1.000	3.000
CIRAT9	Critical Incident Rating #9	53	1.566	0.572	1.000	3.000
CIRAT10	Critical Incident Rating #10	53	1.868	0.652	1.000	3.000
CIRAT11	Critical Incident Rating #11	53	3.019	0.416	2.000	4.000
CIRAT12	Critical Incident Rating #12	53	3.189	0.395	3.000	4.000
CIRAT13	Critical Incident Rating #13	53	3.151	0.361	3.000	4.000
CIRAT14	Critical Incident Rating #14	53	3.151	0.411	2.000	4.000
CIRAT15	Critical Incident Rating #15	53	3.226	0.466	2.000	4.000
CIRAT16	Critical Incident Rating #16	53	3.340	0.478	3.000	4.000
CIRAT17	Critical Incident Rating #17	53	3.528	0.504	3.000	4.000
CIRAT18	Critical Incident Rating #18	53	3.547	0.503	3.000	4.000
CIRAT19	Critical Incident Rating #19	53	3.755	0.434	3.000	4.000
CIRAT20	Critical Incident Rating #20	53	3.830	0.379	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=19K Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=15: Operate Vehicles/Heavy Equipment						
CIRAT1	Critical Incident Rating #1	53	1.132	0.342	1.000	2.000
CIRAT2	Critical Incident Rating #2	53	1.415	0.602	1.000	3.000
CIRAT3	Critical Incident Rating #3	53	1.377	0.562	1.000	3.000
CIRAT4	Critical Incident Rating #4	53	2.151	1.292	1.000	4.000
CIRAT5	Critical Incident Rating #5	53	2.264	1.112	1.000	4.000
CIRAT6	Critical Incident Rating #6	53	2.377	0.837	1.000	4.000
CIRAT7	Critical Incident Rating #7	53	2.453	1.202	1.000	4.000
CIRAT8	Critical Incident Rating #8	53	2.491	0.953	1.000	4.000
CIRAT9	Critical Incident Rating #9	53	1.302	0.540	1.000	3.000
CIRAT10	Critical Incident Rating #10	53	1.698	0.723	1.000	3.000
CIRAT11	Critical Incident Rating #11	53	2.283	0.907	1.000	4.000
CIRAT12	Critical Incident Rating #12	53	2.245	0.979	1.000	4.000
CIRAT13	Critical Incident Rating #13	53	2.283	0.948	1.000	4.000
CIRAT14	Critical Incident Rating #14	53	2.302	0.932	1.000	4.000
CIRAT15	Critical Incident Rating #15	53	2.453	0.932	1.000	4.000
CIRAT16	Critical Incident Rating #16	53	2.528	0.890	1.000	4.000
CIRAT17	Critical Incident Rating #17	53	2.509	0.869	1.000	4.000
CIRAT18	Critical Incident Rating #18	53	2.623	1.004	1.000	4.000
CIRAT19	Critical Incident Rating #19	53	3.547	0.503	3.000	4.000
CIRAT20	Critical Incident Rating #20	53	3.132	0.482	1.000	4.000

MOS: Military Occ. Special=19K Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=18: Oral Communication						
CIRAT1	Critical Incident Rating #1	53	2.094	0.986	1.000	4.000
CIRAT2	Critical Incident Rating #2	53	1.981	1.009	1.000	4.000
CIRAT3	Critical Incident Rating #3	53	2.094	1.097	1.000	4.000
CIRAT4	Critical Incident Rating #4	53	2.264	0.944	1.000	4.000
CIRAT5	Critical Incident Rating #5	53	2.226	1.281	1.000	4.000
CIRAT6	Critical Incident Rating #6	53	2.396	1.214	1.000	4.000
CIRAT7	Critical Incident Rating #7	53	2.283	1.336	1.000	4.000
CIRAT8	Critical Incident Rating #8	53	2.302	1.324	1.000	4.000
CIRAT9	Critical Incident Rating #9	53	1.340	0.517	1.000	3.000
CIRAT10	Critical Incident Rating #10	53	1.321	0.510	1.000	3.000
CIRAT11	Critical Incident Rating #11	53	1.925	0.937	1.000	4.000
CIRAT12	Critical Incident Rating #12	53	2.264	0.923	1.000	4.000
CIRAT13	Critical Incident Rating #13	52	2.288	0.977	1.000	4.000
CIRAT14	Critical Incident Rating #14	53	2.283	0.988	1.000	4.000
CIRAT15	Critical Incident Rating #15	52	2.442	0.873	1.000	4.000
CIRAT16	Critical Incident Rating #16	52	2.577	0.776	1.000	4.000
CIRAT17	Critical Incident Rating #17	52	2.635	1.010	1.000	4.000
CIRAT18	Critical Incident Rating #18	53	2.547	1.084	1.000	4.000
CIRAT19	Critical Incident Rating #19	53	3.151	0.794	1.000	4.000
CIRAT20	Critical Incident Rating #20	53	3.321	0.581	1.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=19K Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=02: Operate Crew-served Weapons						
CIRAT1	Critical Incident Rating #1	28	1.143	0.356	1.000	2.000
CIRAT2	Critical Incident Rating #2	27	1.222	0.424	1.000	2.000
CIRAT3	Critical Incident Rating #3	27	1.481	0.509	1.000	2.000
CIRAT4	Critical Incident Rating #4	28	1.321	0.548	1.000	3.000
CIRAT5	Critical Incident Rating #5	28	1.464	0.508	1.000	2.000
CIRAT6	Critical Incident Rating #6	28	1.607	0.497	1.000	2.000
CIRAT7	Critical Incident Rating #7	28	1.714	0.535	1.000	3.000
CIRAT8	Critical Incident Rating #8	28	1.786	0.499	1.000	3.000
CIRAT9	Critical Incident Rating #9	28	1.643	0.488	1.000	2.000
CIRAT10	Critical Incident Rating #10	28	2.286	0.763	1.000	3.000
CIRAT11	Critical Incident Rating #11	28	2.107	0.567	1.000	3.000
CIRAT12	Critical Incident Rating #12	28	2.929	0.663	1.000	4.000
CIRAT13	Critical Incident Rating #13	28	3.000	0.272	2.000	4.000
CIRAT14	Critical Incident Rating #14	28	3.179	0.390	3.000	4.000
CIRAT15	Critical Incident Rating #15	28	3.071	0.262	3.000	4.000
CIRAT16	Critical Incident Rating #16	28	3.071	0.262	3.000	4.000
CIRAT17	Critical Incident Rating #17	28	3.107	0.315	3.000	4.000
CIRAT18	Critical Incident Rating #18	27	3.778	0.424	3.000	4.000
CIRAT19	Critical Incident Rating #19	28	3.536	0.508	3.000	4.000
CIRAT20	Critical Incident Rating #20	28	3.393	0.497	3.000	4.000

MOS: Military Occ. Special=19K Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=08: Inspect/Repair/Maintain Mech Sys						
CIRAT1	Critical Incident Rating #1	28	1.214	0.418	1.000	2.000
CIRAT2	Critical Incident Rating #2	28	1.179	0.390	1.000	2.000
CIRAT3	Critical Incident Rating #3	28	1.321	0.476	1.000	2.000
CIRAT4	Critical Incident Rating #4	28	1.143	0.356	1.000	2.000
CIRAT5	Critical Incident Rating #5	28	1.321	0.476	1.000	2.000
CIRAT6	Critical Incident Rating #6	28	1.429	0.504	1.000	2.000
CIRAT7	Critical Incident Rating #7	28	1.429	0.573	1.000	3.000
CIRAT8	Critical Incident Rating #8	28	1.536	0.508	1.000	2.000
CIRAT9	Critical Incident Rating #9	28	1.536	0.508	1.000	2.000
CIRAT10	Critical Incident Rating #10	28	1.821	0.670	1.000	3.000
CIRAT11	Critical Incident Rating #11	28	3.071	0.378	2.000	4.000
CIRAT12	Critical Incident Rating #12	28	3.179	0.390	3.000	4.000
CIRAT13	Critical Incident Rating #13	28	3.071	0.262	3.000	4.000
CIRAT14	Critical Incident Rating #14	28	3.000	0.272	2.000	4.000
CIRAT15	Critical Incident Rating #15	28	3.107	0.416	2.000	4.000
CIRAT16	Critical Incident Rating #16	28	3.071	0.262	3.000	4.000
CIRAT17	Critical Incident Rating #17	28	3.321	0.476	3.000	4.000
CIRAT18	Critical Incident Rating #18	28	3.357	0.488	3.000	4.000
CIRAT19	Critical Incident Rating #19	28	3.536	0.508	3.000	4.000
CIRAT20	Critical Incident Rating #20	28	3.786	0.418	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=19K Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=15: Operate Vehicles/Heavy Equipment						
CIRAT1	Critical Incident Rating #1	28	1.179	0.390	1.000	2.000
CIRAT2	Critical Incident Rating #2	28	1.464	0.576	1.000	3.000
CIRAT3	Critical Incident Rating #3	27	1.296	0.465	1.000	2.000
CIRAT4	Critical Incident Rating #4	28	2.179	1.156	1.000	4.000
CIRAT5	Critical Incident Rating #5	28	2.143	0.970	1.000	4.000
CIRAT6	Critical Incident Rating #6	28	2.214	0.787	1.000	3.000
CIRAT7	Critical Incident Rating #7	28	2.321	1.124	1.000	4.000
CIRAT8	Critical Incident Rating #8	28	2.321	0.819	1.000	4.000
CIRAT9	Critical Incident Rating #9	28	1.357	0.559	1.000	3.000
CIRAT10	Critical Incident Rating #10	28	1.643	0.780	1.000	3.000
CIRAT11	Critical Incident Rating #11	28	2.286	0.854	1.000	3.000
CIRAT12	Critical Incident Rating #12	28	2.143	1.145	1.000	4.000
CIRAT13	Critical Incident Rating #13	28	2.357	0.780	1.000	3.000
CIRAT14	Critical Incident Rating #14	28	2.286	0.854	1.000	3.000
CIRAT15	Critical Incident Rating #15	28	2.500	0.882	1.000	4.000
CIRAT16	Critical Incident Rating #16	28	2.500	1.072	1.000	4.000
CIRAT17	Critical Incident Rating #17	28	2.393	0.832	1.000	4.000
CIRAT18	Critical Incident Rating #18	28	2.643	0.911	1.000	4.000
CIRAT19	Critical Incident Rating #19	28	3.393	0.567	2.000	4.000
CIRAT20	Critical Incident Rating #20	28	3.071	0.539	1.000	4.000

MOS: Military Occ. Special=19K Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=18: Oral Communication

CIRAT1	Critical Incident Rating #1	28	2.286	0.897	1.000	4.000
CIRAT2	Critical Incident Rating #2	28	2.036	0.962	1.000	3.000
CIRAT3	Critical Incident Rating #3	28	2.179	1.020	1.000	4.000
CIRAT4	Critical Incident Rating #4	28	2.250	0.928	1.000	4.000
CIRAT5	Critical Incident Rating #5	28	2.250	1.110	1.000	4.000
CIRAT6	Critical Incident Rating #6	27	2.370	1.149	1.000	4.000
CIRAT7	Critical Incident Rating #7	28	2.357	1.162	1.000	4.000
CIRAT8	Critical Incident Rating #8	28	2.393	1.370	1.000	4.000
CIRAT9	Critical Incident Rating #9	27	1.222	0.424	1.000	2.000
CIRAT10	Critical Incident Rating #10	28	1.286	0.460	1.000	2.000
CIRAT11	Critical Incident Rating #11	28	1.964	0.881	1.000	3.000
CIRAT12	Critical Incident Rating #12	28	2.250	0.844	1.000	3.000
CIRAT13	Critical Incident Rating #13	28	2.286	0.854	1.000	3.000
CIRAT14	Critical Incident Rating #14	28	2.321	0.905	1.000	4.000
CIRAT15	Critical Incident Rating #15	28	2.464	0.838	1.000	4.000
CIRAT16	Critical Incident Rating #16	28	2.536	0.744	1.000	4.000
CIRAT17	Critical Incident Rating #17	28	2.643	0.780	1.000	4.000
CIRAT18	Critical Incident Rating #18	28	2.357	1.096	1.000	4.000
CIRAT19	Critical Incident Rating #19	28	3.107	0.832	1.000	4.000
CIRAT20	Critical Incident Rating #20	28	3.214	0.418	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=67N Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=08: Inspect/Repair/Maintain Mech Sys						
CIRAT1	Critical Incident Rating #1	56	1.125	0.384	1.000	3.000
CIRAT2	Critical Incident Rating #2	56	1.089	0.288	1.000	2.000
CIRAT3	Critical Incident Rating #3	56	1.339	0.478	1.000	2.000
CIRAT4	Critical Incident Rating #4	56	1.125	0.334	1.000	2.000
CIRAT5	Critical Incident Rating #5	56	1.286	0.456	1.000	2.000
CIRAT6	Critical Incident Rating #6	56	1.411	0.496	1.000	2.000
CIRAT7	Critical Incident Rating #7	56	1.589	0.532	1.000	3.000
CIRAT8	Critical Incident Rating #8	56	1.750	0.548	1.000	3.000
CIRAT9	Critical Incident Rating #9	56	1.500	0.505	1.000	2.000
CIRAT10	Critical Incident Rating #10	54	2.167	0.637	1.000	3.000
CIRAT11	Critical Incident Rating #11	56	3.143	0.520	1.000	4.000
CIRAT12	Critical Incident Rating #12	56	3.196	0.724	1.000	4.000
CIRAT13	Critical Incident Rating #13	56	3.232	0.426	3.000	4.000
CIRAT14	Critical Incident Rating #14	56	3.268	0.486	2.000	4.000
CIRAT15	Critical Incident Rating #15	56	3.304	0.685	2.000	4.000
CIRAT16	Critical Incident Rating #16	56	3.232	0.467	2.000	4.000
CIRAT17	Critical Incident Rating #17	55	3.782	0.417	3.000	4.000
CIRAT18	Critical Incident Rating #18	55	3.782	0.417	3.000	4.000
CIRAT19	Critical Incident Rating #19	56	3.929	0.260	3.000	4.000
CIRAT20	Critical Incident Rating #20	56	3.857	0.353	3.000	4.000
MOS: Military Occ. Special=67N Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=13: Operate/Assemble/Install						
CIRAT1	Critical Incident Rating #1	44	1.773	0.522	1.000	3.000
CIRAT2	Critical Incident Rating #2	44	1.614	0.493	1.000	2.000
CIRAT3	Critical Incident Rating #3	44	1.568	0.501	1.000	2.000
CIRAT4	Critical Incident Rating #4	44	1.409	0.497	1.000	2.000
CIRAT5	Critical Incident Rating #5	44	1.205	0.408	1.000	2.000
CIRAT6	Critical Incident Rating #6	44	1.750	0.438	1.000	2.000
CIRAT7	Critical Incident Rating #7	44	1.568	0.587	1.000	3.000
CIRAT8	Critical Incident Rating #8	43	2.186	0.500	1.000	3.000
CIRAT9	Critical Incident Rating #9	43	1.581	0.626	1.000	3.000
CIRAT10	Critical Incident Rating #10	43	2.907	0.426	1.000	4.000
CIRAT11	Critical Incident Rating #11	44	3.091	0.291	3.000	4.000
CIRAT12	Critical Incident Rating #12	44	2.909	0.421	2.000	4.000
CIRAT13	Critical Incident Rating #13	44	3.295	0.594	1.000	4.000
CIRAT14	Critical Incident Rating #14	44	3.136	0.347	3.000	4.000
CIRAT15	Critical Incident Rating #15	44	3.136	0.347	3.000	4.000
CIRAT16	Critical Incident Rating #16	44	3.477	0.505	3.000	4.000
CIRAT17	Critical Incident Rating #17	44	3.068	0.255	3.000	4.000
CIRAT18	Critical Incident Rating #18	44	3.341	0.479	3.000	4.000
CIRAT19	Critical Incident Rating #19	44	3.273	0.499	2.000	4.000
CIRAT20	Critical Incident Rating #20	44	3.773	0.565	1.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=67N Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=17: Administration/Records Keeping						
CIRAT1	Critical Incident Rating #1	56	1.107	0.312	1.000	2.000
CIRAT2	Critical Incident Rating #2	56	1.250	0.437	1.000	2.000
CIRAT3	Critical Incident Rating #3	56	1.732	0.447	1.000	2.000
CIRAT4	Critical Incident Rating #4	56	1.393	0.562	1.000	3.000
CIRAT5	Critical Incident Rating #5	56	1.589	0.532	1.000	3.000
CIRAT6	Critical Incident Rating #6	56	1.607	0.493	1.000	2.000
CIRAT7	Critical Incident Rating #7	56	1.446	0.630	1.000	4.000
CIRAT8	Critical Incident Rating #8	56	1.679	0.508	1.000	3.000
CIRAT9	Critical Incident Rating #9	56	1.750	0.477	1.000	3.000
CIRAT10	Critical Incident Rating #10	55	2.182	0.512	1.000	3.000
CIRAT11	Critical Incident Rating #11	56	2.982	0.447	2.000	4.000
CIRAT12	Critical Incident Rating #12	55	2.509	0.791	1.000	3.000
CIRAT13	Critical Incident Rating #13	56	3.018	0.356	1.000	4.000
CIRAT14	Critical Incident Rating #14	56	3.268	0.556	1.000	4.000
CIRAT15	Critical Incident Rating #15	56	3.000	0.330	1.000	4.000
CIRAT16	Critical Incident Rating #16	55	3.127	0.474	1.000	4.000
CIRAT17	Critical Incident Rating #17	56	2.946	0.483	1.000	4.000
CIRAT18	Critical Incident Rating #18	55	3.109	0.458	1.000	4.000
CIRAT19	Critical Incident Rating #19	56	3.661	0.581	1.000	4.000
CIRAT20	Critical Incident Rating #20	56	3.125	0.470	1.000	4.000
MOS: Military Occ. Special=67N Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=08: Inspect/Repair/Maintain Mech Sys						
CIRAT1	Critical Incident Rating #1	14	1.143	0.363	1.000	2.000
CIRAT2	Critical Incident Rating #2	14	1.143	0.363	1.000	2.000
CIRAT3	Critical Incident Rating #3	14	1.429	0.514	1.000	2.000
CIRAT4	Critical Incident Rating #4	14	1.143	0.363	1.000	2.000
CIRAT5	Critical Incident Rating #5	14	1.571	0.514	1.000	2.000
CIRAT6	Critical Incident Rating #6	14	1.500	0.519	1.000	2.000
CIRAT7	Critical Incident Rating #7	14	1.786	0.426	1.000	2.000
CIRAT8	Critical Incident Rating #8	14	2.071	0.730	1.000	4.000
CIRAT9	Critical Incident Rating #9	14	1.786	0.426	1.000	2.000
CIRAT10	Critical Incident Rating #10	14	1.929	0.267	1.000	2.000
CIRAT11	Critical Incident Rating #11	14	3.000	0.000	3.000	3.000
CIRAT12	Critical Incident Rating #12	14	2.929	0.730	1.000	4.000
CIRAT13	Critical Incident Rating #13	14	3.071	0.267	3.000	4.000
CIRAT14	Critical Incident Rating #14	14	3.214	0.426	3.000	4.000
CIRAT15	Critical Incident Rating #15	14	3.286	0.469	3.000	4.000
CIRAT16	Critical Incident Rating #16	14	3.143	0.363	3.000	4.000
CIRAT17	Critical Incident Rating #17	14	3.643	0.497	3.000	4.000
CIRAT18	Critical Incident Rating #18	14	3.786	0.426	3.000	4.000
CIRAT19	Critical Incident Rating #19	14	3.929	0.267	3.000	4.000
CIRAT20	Critical Incident Rating #20	14	3.786	0.426	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=67N Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=13: Operate/Assemble/Install						
CIRAT1	Critical Incident Rating #1	14	1.857	0.363	1.000	2.000
CIRAT2	Critical Incident Rating #2	14	1.786	0.426	1.000	2.000
CIRAT3	Critical Incident Rating #3	14	1.714	0.469	1.000	2.000
CIRAT4	Critical Incident Rating #4	14	1.714	0.469	1.000	2.000
CIRAT5	Critical Incident Rating #5	14	1.286	0.469	1.000	2.000
CIRAT6	Critical Incident Rating #6	14	1.786	0.426	1.000	2.000
CIRAT7	Critical Incident Rating #7	14	1.714	0.469	1.000	2.000
CIRAT8	Critical Incident Rating #8	14	2.286	0.469	2.000	3.000
CIRAT9	Critical Incident Rating #9	14	1.643	0.497	1.000	2.000
CIRAT10	Critical Incident Rating #10	14	3.000	0.000	3.000	3.000
CIRAT11	Critical Incident Rating #11	14	3.071	0.267	3.000	4.000
CIRAT12	Critical Incident Rating #12	14	3.000	0.000	3.000	3.000
CIRAT13	Critical Incident Rating #13	14	3.357	0.497	3.000	4.000
CIRAT14	Critical Incident Rating #14	14	3.214	0.426	3.000	4.000
CIRAT15	Critical Incident Rating #15	14	3.286	0.469	3.000	4.000
CIRAT16	Critical Incident Rating #16	14	3.357	0.497	3.000	4.000
CIRAT17	Critical Incident Rating #17	14	3.143	0.363	3.000	4.000
CIRAT18	Critical Incident Rating #18	14	3.214	0.426	3.000	4.000
CIRAT19	Critical Incident Rating #19	14	3.071	0.267	3.000	4.000
CIRAT20	Critical Incident Rating #20	14	3.857	0.363	3.000	4.000
MOS: Military Occ. Special=67N Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=17: Administration/Records Keeping						
CIRAT1	Critical Incident Rating #1	14	1.143	0.363	1.000	2.000
CIRAT2	Critical Incident Rating #2	14	1.500	0.519	1.000	2.000
CIRAT3	Critical Incident Rating #3	14	1.929	0.267	1.000	2.000
CIRAT4	Critical Incident Rating #4	14	1.571	0.514	1.000	2.000
CIRAT5	Critical Incident Rating #5	14	1.786	0.426	1.000	2.000
CIRAT6	Critical Incident Rating #6	14	2.000	0.392	1.000	3.000
CIRAT7	Critical Incident Rating #7	14	1.643	0.497	1.000	2.000
CIRAT8	Critical Incident Rating #8	14	1.929	0.267	1.000	2.000
CIRAT9	Critical Incident Rating #9	14	1.929	0.267	1.000	2.000
CIRAT10	Critical Incident Rating #10	14	2.143	0.363	2.000	3.000
CIRAT11	Critical Incident Rating #11	14	2.857	0.363	2.000	3.000
CIRAT12	Critical Incident Rating #12	14	2.429	0.756	1.000	3.000
CIRAT13	Critical Incident Rating #13	14	3.000	0.000	3.000	3.000
CIRAT14	Critical Incident Rating #14	14	3.286	0.469	3.000	4.000
CIRAT15	Critical Incident Rating #15	14	3.071	0.267	3.000	4.000
CIRAT16	Critical Incident Rating #16	14	3.214	0.426	3.000	4.000
CIRAT17	Critical Incident Rating #17	14	3.071	0.267	3.000	4.000
CIRAT18	Critical Incident Rating #18	14	3.071	0.267	3.000	4.000
CIRAT19	Critical Incident Rating #19	14	3.714	0.469	3.000	4.000
CIRAT20	Critical Incident Rating #20	14	3.286	0.469	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=76Y Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=10: Use Technical References						
CIRAT1	Critical Incident Rating #1	49	1.265	0.446	1.000	2.000
CIRAT2	Critical Incident Rating #2	50	1.180	0.388	1.000	2.000
CIRAT3	Critical Incident Rating #3	50	1.060	0.240	1.000	2.000
CIRAT4	Critical Incident Rating #4	50	1.220	0.418	1.000	2.000
CIRAT5	Critical Incident Rating #5	50	1.480	0.544	1.000	3.000
CIRAT6	Critical Incident Rating #6	49	1.367	0.487	1.000	2.000
CIRAT7	Critical Incident Rating #7	50	1.440	0.541	1.000	3.000
CIRAT8	Critical Incident Rating #8	50	1.980	0.553	1.000	3.000
CIRAT9	Critical Incident Rating #9	48	1.958	0.617	1.000	3.000
CIRAT10	Critical Incident Rating #10	49	3.347	0.522	2.000	4.000
CIRAT11	Critical Incident Rating #11	49	3.286	0.500	2.000	4.000
CIRAT12	Critical Incident Rating #12	50	3.220	0.507	2.000	4.000
CIRAT13	Critical Incident Rating #13	50	3.280	0.497	2.000	4.000
CIRAT14	Critical Incident Rating #14	50	3.320	0.471	3.000	4.000
CIRAT15	Critical Incident Rating #15	50	3.380	0.530	2.000	4.000
CIRAT16	Critical Incident Rating #16	50	3.380	0.530	2.000	4.000
CIRAT17	Critical Incident Rating #17	49	3.429	0.540	2.000	4.000
CIRAT18	Critical Incident Rating #18	50	3.560	0.541	2.000	4.000
CIRAT19	Critical Incident Rating #19	50	3.140	0.452	2.000	4.000
CIRAT20	Critical Incident Rating #20	50	3.580	0.642	1.000	4.000

MOS: Military Occ. Special=76Y Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=16: Operate Keyboard/Type

CIRAT1	Critical Incident Rating #1	49	1.694	0.619	1.000	3.000
CIRAT2	Critical Incident Rating #2	50	1.180	0.438	1.000	3.000
CIRAT3	Critical Incident Rating #3	50	1.220	0.465	1.000	3.000
CIRAT4	Critical Incident Rating #4	47	1.128	0.337	1.000	2.000
CIRAT5	Critical Incident Rating #5	50	1.200	0.452	1.000	3.000
CIRAT6	Critical Incident Rating #6	50	1.360	0.525	1.000	3.000
CIRAT7	Critical Incident Rating #7	50	1.920	0.488	1.000	3.000
CIRAT8	Critical Incident Rating #8	50	1.800	0.535	1.000	3.000
CIRAT9	Critical Incident Rating #9	50	2.120	0.558	1.000	3.000
CIRAT10	Critical Incident Rating #10	49	3.041	0.455	1.000	4.000
CIRAT11	Critical Incident Rating #11	50	3.060	0.424	1.000	4.000
CIRAT12	Critical Incident Rating #12	50	3.100	0.303	3.000	4.000
CIRAT13	Critical Incident Rating #13	49	3.367	0.528	2.000	4.000
CIRAT14	Critical Incident Rating #14	49	3.490	0.505	3.000	4.000
CIRAT15	Critical Incident Rating #15	50	3.560	0.501	3.000	4.000
CIRAT16	Critical Incident Rating #16	50	3.440	0.541	2.000	4.000
CIRAT17	Critical Incident Rating #17	50	3.360	0.722	1.000	4.000
CIRAT18	Critical Incident Rating #18	50	3.460	0.579	2.000	4.000
CIRAT19	Critical Incident Rating #19	50	3.800	0.404	3.000	4.000
CIRAT20	Critical Incident Rating #20	50	3.380	0.490	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=76Y Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=17: Administration/Records Keeping						
CIRAT1	Critical Incident Rating #1	50	1.040	0.198	1.000	2.000
CIRAT2	Critical Incident Rating #2	49	1.143	0.408	1.000	3.000
CIRAT3	Critical Incident Rating #3	50	1.280	0.497	1.000	3.000
CIRAT4	Critical Incident Rating #4	50	1.140	0.405	1.000	3.000
CIRAT5	Critical Incident Rating #5	50	1.340	0.519	1.000	3.000
CIRAT6	Critical Incident Rating #6	50	1.220	0.418	1.000	2.000
CIRAT7	Critical Incident Rating #7	49	1.347	0.522	1.000	3.000
CIRAT8	Critical Incident Rating #8	50	1.400	0.495	1.000	2.000
CIRAT9	Critical Incident Rating #9	50	1.240	0.431	1.000	2.000
CIRAT10	Critical Incident Rating #10	50	2.120	0.594	1.000	3.000
CIRAT11	Critical Incident Rating #11	50	2.720	0.640	2.000	4.000
CIRAT12	Critical Incident Rating #12	47	2.617	0.677	1.000	3.000
CIRAT13	Critical Incident Rating #13	50	3.080	0.396	2.000	4.000
CIRAT14	Critical Incident Rating #14	50	3.240	0.657	1.000	4.000
CIRAT15	Critical Incident Rating #15	50	2.920	0.488	1.000	4.000
CIRAT16	Critical Incident Rating #16	50	3.180	0.596	1.000	4.000
CIRAT17	Critical Incident Rating #17	50	3.140	0.606	1.000	4.000
CIRAT18	Critical Incident Rating #18	50	3.080	0.724	1.000	4.000
CIRAT19	Critical Incident Rating #19	49	3.837	0.373	3.000	4.000
CIRAT20	Critical Incident Rating #20	50	3.320	0.471	3.000	4.000

MOS: Military Occ. Special=76Y Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=19: Written Communication

CIRAT1	Critical Incident Rating #1	50	1.260	0.443	1.000	2.000
CIRAT2	Critical Incident Rating #2	49	1.245	0.434	1.000	2.000
CIRAT3	Critical Incident Rating #3	49	1.469	0.680	1.000	3.000
CIRAT4	Critical Incident Rating #4	50	1.340	0.557	1.000	3.000
CIRAT5	Critical Incident Rating #5	49	1.286	0.456	1.000	2.000
CIRAT6	Critical Incident Rating #6	50	1.440	0.611	1.000	3.000
CIRAT7	Critical Incident Rating #7	50	2.120	0.659	1.000	3.000
CIRAT8	Critical Incident Rating #8	50	1.800	0.571	1.000	3.000
CIRAT9	Critical Incident Rating #9	50	1.940	0.586	1.000	3.000
CIRAT10	Critical Incident Rating #10	50	2.820	0.661	1.000	4.000
CIRAT11	Critical Incident Rating #11	50	2.680	0.621	1.000	4.000
CIRAT12	Critical Incident Rating #12	49	3.122	0.389	2.000	4.000
CIRAT13	Critical Incident Rating #13	50	3.100	0.416	2.000	4.000
CIRAT14	Critical Incident Rating #14	50	3.040	0.348	2.000	4.000
CIRAT15	Critical Incident Rating #15	49	3.245	0.522	2.000	4.000
CIRAT16	Critical Incident Rating #16	48	3.229	0.425	3.000	4.000
CIRAT17	Critical Incident Rating #17	49	3.224	0.511	2.000	4.000
CIRAT18	Critical Incident Rating #18	49	3.673	0.516	2.000	4.000
CIRAT19	Critical Incident Rating #19	48	3.500	0.583	2.000	4.000
CIRAT20	Critical Incident Rating #20	49	3.714	0.645	1.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=76Y Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=10: Use Technical References						
CIRAT1	Critical Incident Rating #1	24	1.375	0.495	1.000	2.000
CIRAT2	Critical Incident Rating #2	25	1.200	0.408	1.000	2.000
CIRAT3	Critical Incident Rating #3	25	1.080	0.277	1.000	2.000
CIRAT4	Critical Incident Rating #4	25	1.240	0.436	1.000	2.000
CIRAT5	Critical Incident Rating #5	25	1.480	0.510	1.000	2.000
CIRAT6	Critical Incident Rating #6	24	1.333	0.482	1.000	2.000
CIRAT7	Critical Incident Rating #7	25	1.520	0.510	1.000	2.000
CIRAT8	Critical Incident Rating #8	24	1.958	0.359	1.000	3.000
CIRAT9	Critical Incident Rating #9	23	2.087	0.668	1.000	4.000
CIRAT10	Critical Incident Rating #10	24	3.375	0.495	3.000	4.000
CIRAT11	Critical Incident Rating #11	24	3.250	0.442	3.000	4.000
CIRAT12	Critical Incident Rating #12	25	3.240	0.436	3.000	4.000
CIRAT13	Critical Incident Rating #13	25	3.280	0.458	3.000	4.000
CIRAT14	Critical Incident Rating #14	25	3.360	0.490	3.000	4.000
CIRAT15	Critical Incident Rating #15	25	3.360	0.638	2.000	4.000
CIRAT16	Critical Incident Rating #16	25	3.400	0.577	2.000	4.000
CIRAT17	Critical Incident Rating #17	24	3.417	0.584	2.000	4.000
CIRAT18	Critical Incident Rating #18	25	3.680	0.476	3.000	4.000
CIRAT19	Critical Incident Rating #19	25	3.200	0.500	2.000	4.000
CIRAT20	Critical Incident Rating #20	25	3.560	0.507	3.000	4.000

MOS: Military Occ. Special=76Y Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=16: Operate Keyboard/Type

CIRAT1	Critical Incident Rating #1	25	1.400	0.577	1.000	3.000
CIRAT2	Critical Incident Rating #2	25	1.160	0.374	1.000	2.000
CIRAT3	Critical Incident Rating #3	25	1.160	0.374	1.000	2.000
CIRAT4	Critical Incident Rating #4	23	1.043	0.209	1.000	2.000
CIRAT5	Critical Incident Rating #5	25	1.240	0.436	1.000	2.000
CIRAT6	Critical Incident Rating #6	25	1.320	0.476	1.000	2.000
CIRAT7	Critical Incident Rating #7	25	2.040	0.539	1.000	3.000
CIRAT8	Critical Incident Rating #8	25	1.800	0.707	1.000	3.000
CIRAT9	Critical Incident Rating #9	25	2.120	0.526	1.000	3.000
CIRAT10	Critical Incident Rating #10	24	3.125	0.338	3.000	4.000
CIRAT11	Critical Incident Rating #11	25	3.160	0.374	3.000	4.000
CIRAT12	Critical Incident Rating #12	25	3.120	0.332	3.000	4.000
CIRAT13	Critical Incident Rating #13	24	3.250	0.532	2.000	4.000
CIRAT14	Critical Incident Rating #14	24	3.583	0.504	3.000	4.000
CIRAT15	Critical Incident Rating #15	25	3.640	0.490	3.000	4.000
CIRAT16	Critical Incident Rating #16	25	3.520	0.510	3.000	4.000
CIRAT17	Critical Incident Rating #17	25	3.480	0.586	2.000	4.000
CIRAT18	Critical Incident Rating #18	25	3.720	0.542	2.000	4.000
CIRAT19	Critical Incident Rating #19	25	3.880	0.332	3.000	4.000
CIRAT20	Critical Incident Rating #20	25	3.520	0.510	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=76Y Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=17: Administration/Records Keeping						
CIRAT1	Critical Incident Rating #1	25	1.080	0.277	1.000	2.000
CIRAT2	Critical Incident Rating #2	24	1.208	0.509	1.000	3.000
CIRAT3	Critical Incident Rating #3	25	1.360	0.569	1.000	3.000
CIRAT4	Critical Incident Rating #4	25	1.200	0.500	1.000	3.000
CIRAT5	Critical Incident Rating #5	25	1.280	0.542	1.000	3.000
CIRAT6	Critical Incident Rating #6	25	1.360	0.490	1.000	2.000
CIRAT7	Critical Incident Rating #7	24	1.333	0.637	1.000	3.000
CIRAT8	Critical Incident Rating #8	25	1.320	0.476	1.000	2.000
CIRAT9	Critical Incident Rating #9	25	1.240	0.436	1.000	2.000
CIRAT10	Critical Incident Rating #10	25	2.120	0.600	1.000	3.000
CIRAT11	Critical Incident Rating #11	25	2.800	0.816	1.000	4.000
CIRAT12	Critical Incident Rating #12	22	2.636	0.727	1.000	3.000
CIRAT13	Critical Incident Rating #13	25	3.120	0.440	2.000	4.000
CIRAT14	Critical Incident Rating #14	25	3.400	0.500	3.000	4.000
CIRAT15	Critical Incident Rating #15	25	3.080	0.400	2.000	4.000
CIRAT16	Critical Incident Rating #16	25	3.200	0.500	2.000	4.000
CIRAT17	Critical Incident Rating #17	25	3.360	0.569	2.000	4.000
CIRAT18	Critical Incident Rating #18	25	3.280	0.542	2.000	4.000
CIRAT19	Critical Incident Rating #19	24	3.917	0.282	3.000	4.000
CIRAT20	Critical Incident Rating #20	25	3.360	0.490	3.000	4.000

MOS: Military Occ. Special=76Y Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=19: Written Communication

CIRAT1	Critical Incident Rating #1	25	1.120	0.332	1.000	2.000
CIRAT2	Critical Incident Rating #2	24	1.333	0.482	1.000	2.000
CIRAT3	Critical Incident Rating #3	25	1.600	0.707	1.000	3.000
CIRAT4	Critical Incident Rating #4	25	1.360	0.490	1.000	2.000
CIRAT5	Critical Incident Rating #5	24	1.417	0.504	1.000	2.000
CIRAT6	Critical Incident Rating #6	25	1.320	0.476	1.000	2.000
CIRAT7	Critical Incident Rating #7	25	2.040	0.539	1.000	3.000
CIRAT8	Critical Incident Rating #8	25	1.800	0.707	1.000	3.000
CIRAT9	Critical Incident Rating #9	25	2.080	0.493	1.000	3.000
CIRAT10	Critical Incident Rating #10	25	2.840	0.688	1.000	4.000
CIRAT11	Critical Incident Rating #11	25	2.760	0.597	2.000	4.000
CIRAT12	Critical Incident Rating #12	24	3.333	0.482	3.000	4.000
CIRAT13	Critical Incident Rating #13	25	3.200	0.500	2.000	4.000
CIRAT14	Critical Incident Rating #14	25	3.080	0.400	2.000	4.000
CIRAT15	Critical Incident Rating #15	25	3.280	0.542	2.000	4.000
CIRAT16	Critical Incident Rating #16	24	3.333	0.482	3.000	4.000
CIRAT17	Critical Incident Rating #17	25	3.320	0.557	2.000	4.000
CIRAT18	Critical Incident Rating #18	25	3.840	0.374	3.000	4.000
CIRAT19	Critical Incident Rating #19	24	3.625	0.495	3.000	4.000
CIRAT20	Critical Incident Rating #20	25	3.600	0.764	1.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=88M Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=04: Navigate MOS: Military Occ. Special=88M						
CIRAT1	Critical Incident Rating #1	52	1.173	0.382	1.000	2.000
CIRAT2	Critical Incident Rating #2	52	1.096	0.298	1.000	2.000
CIRAT3	Critical Incident Rating #3	52	1.423	0.537	1.000	3.000
CIRAT4	Critical Incident Rating #4	52	1.885	0.471	1.000	3.000
CIRAT5	Critical Incident Rating #5	52	1.404	0.534	1.000	3.000
CIRAT6	Critical Incident Rating #6	52	1.962	0.522	1.000	3.000
CIRAT7	Critical Incident Rating #7	51	2.039	0.528	1.000	3.000
CIRAT8	Critical Incident Rating #8	52	2.115	0.471	1.000	3.000
CIRAT9	Critical Incident Rating #9	52	2.596	0.569	1.000	4.000
CIRAT10	Critical Incident Rating #10	52	2.827	0.585	1.000	4.000
CIRAT11	Critical Incident Rating #11	52	3.423	0.637	1.000	4.000
CIRAT12	Critical Incident Rating #12	52	3.481	0.610	2.000	4.000
CIRAT13	Critical Incident Rating #13	52	3.500	0.577	2.000	4.000
CIRAT14	Critical Incident Rating #14	51	3.039	0.599	2.000	4.000
CIRAT15	Critical Incident Rating #15	52	3.673	0.474	3.000	4.000
CIRAT16	Critical Incident Rating #16	51	3.745	0.440	3.000	4.000
CIRAT17	Critical Incident Rating #17	51	3.627	0.488	3.000	4.000
CIRAT18	Critical Incident Rating #18	51	3.412	0.572	2.000	4.000
CIRAT19	Critical Incident Rating #19	51	3.627	0.528	2.000	4.000
CIRAT20	Critical Incident Rating #20	50	3.900	0.303	3.000	4.000

MOS: Military Occ. Special=88M Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=08: Inspect/Repair/Maintain Mech Sys

CIRAT1	Critical Incident Rating #1	52	1.135	0.345	1.000	2.000
CIRAT2	Critical Incident Rating #2	52	1.135	0.345	1.000	2.000
CIRAT3	Critical Incident Rating #3	52	1.192	0.398	1.000	2.000
CIRAT4	Critical Incident Rating #4	52	1.038	0.194	1.000	2.000
CIRAT5	Critical Incident Rating #5	52	1.173	0.382	1.000	2.000
CIRAT6	Critical Incident Rating #6	52	1.173	0.382	1.000	2.000
CIRAT7	Critical Incident Rating #7	52	1.404	0.534	1.000	3.000
CIRAT8	Critical Incident Rating #8	52	1.481	0.505	1.000	2.000
CIRAT9	Critical Incident Rating #9	52	1.423	0.499	1.000	2.000
CIRAT10	Critical Incident Rating #10	52	1.750	0.590	1.000	3.000
CIRAT11	Critical Incident Rating #11	52	3.058	0.461	1.000	4.000
CIRAT12	Critical Incident Rating #12	52	3.019	0.779	1.000	4.000
CIRAT13	Critical Incident Rating #13	52	3.173	0.430	2.000	4.000
CIRAT14	Critical Incident Rating #14	52	3.327	0.474	3.000	4.000
CIRAT15	Critical Incident Rating #15	52	3.115	0.855	1.000	4.000
CIRAT16	Critical Incident Rating #16	52	3.135	0.929	1.000	4.000
CIRAT17	Critical Incident Rating #17	52	3.558	0.802	1.000	4.000
CIRAT18	Critical Incident Rating #18	51	3.941	0.238	3.000	4.000
CIRAT19	Critical Incident Rating #19	52	3.923	0.334	2.000	4.000
CIRAT20	Critical Incident Rating #20	52	3.923	0.269	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=88M Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=15: Operate Vehicles/Heavy Equipment						
CIRAT1	Critical Incident Rating #1	52	1.077	0.269	1.000	2.000
CIRAT2	Critical Incident Rating #2	52	1.327	0.474	1.000	2.000
CIRAT3	Critical Incident Rating #3	52	1.288	0.457	1.000	2.000
CIRAT4	Critical Incident Rating #4	52	1.442	0.502	1.000	2.000
CIRAT5	Critical Incident Rating #5	52	1.558	0.574	1.000	3.000
CIRAT6	Critical Incident Rating #6	52	1.904	0.358	1.000	3.000
CIRAT7	Critical Incident Rating #7	52	1.750	0.437	1.000	2.000
CIRAT8	Critical Incident Rating #8	52	1.942	0.366	1.000	3.000
CIRAT9	Critical Incident Rating #9	52	1.731	0.717	1.000	3.000
CIRAT10	Critical Incident Rating #10	52	2.154	0.500	1.000	3.000
CIRAT11	Critical Incident Rating #11	52	2.981	0.464	2.000	4.000
CIRAT12	Critical Incident Rating #12	52	3.231	0.425	3.000	4.000
CIRAT13	Critical Incident Rating #13	52	3.096	0.298	3.000	4.000
CIRAT14	Critical Incident Rating #14	51	3.098	0.300	3.000	4.000
CIRAT15	Critical Incident Rating #15	52	3.212	0.498	2.000	4.000
CIRAT16	Critical Incident Rating #16	52	3.288	0.637	2.000	4.000
CIRAT17	Critical Incident Rating #17	52	3.192	0.445	2.000	4.000
CIRAT18	Critical Incident Rating #18	52	3.327	0.585	2.000	4.000
CIRAT19	Critical Incident Rating #19	52	3.577	0.605	2.000	4.000
CIRAT20	Critical Incident Rating #20	52	3.212	0.457	2.000	4.000

MOS: Military Occ. Special=88M Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=17: Administration/Records Keeping						
CIRAT1	Critical Incident Rating #1	52	1.096	0.298	1.000	2.000
CIRAT2	Critical Incident Rating #2	52	1.308	0.466	1.000	2.000
CIRAT3	Critical Incident Rating #3	52	1.538	0.541	1.000	3.000
CIRAT4	Critical Incident Rating #4	52	1.288	0.498	1.000	3.000
CIRAT5	Critical Incident Rating #5	52	1.577	0.537	1.000	3.000
CIRAT6	Critical Incident Rating #6	52	1.596	0.534	1.000	3.000
CIRAT7	Critical Incident Rating #7	51	1.373	0.528	1.000	3.000
CIRAT8	Critical Incident Rating #8	51	1.627	0.488	1.000	2.000
CIRAT9	Critical Incident Rating #9	52	1.558	0.539	1.000	3.000
CIRAT10	Critical Incident Rating #10	52	2.077	0.589	1.000	3.000
CIRAT11	Critical Incident Rating #11	52	2.750	0.622	1.000	4.000
CIRAT12	Critical Incident Rating #12	52	2.404	0.774	1.000	3.000
CIRAT13	Critical Incident Rating #13	52	3.000	0.443	1.000	4.000
CIRAT14	Critical Incident Rating #14	52	3.269	0.528	2.000	4.000
CIRAT15	Critical Incident Rating #15	52	3.115	0.379	2.000	4.000
CIRAT16	Critical Incident Rating #16	51	3.098	0.413	2.000	4.000
CIRAT17	Critical Incident Rating #17	51	3.216	0.610	1.000	4.000
CIRAT18	Critical Incident Rating #18	52	3.231	0.425	3.000	4.000
CIRAT19	Critical Incident Rating #19	52	3.846	0.364	3.000	4.000
CIRAT20	Critical Incident Rating #20	52	3.192	0.561	2.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=88M Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=04: Navigate MOS: Military Occ. Special=88M						
CIRAT1	Critical Incident Rating #1	10	1.100	0.316	1.000	2.000
CIRAT2	Critical Incident Rating #2	10	1.100	0.316	1.000	2.000
CIRAT3	Critical Incident Rating #3	10	1.400	0.516	1.000	2.000
CIRAT4	Critical Incident Rating #4	10	1.800	0.422	1.000	2.000
CIRAT5	Critical Incident Rating #5	10	1.400	0.516	1.000	2.000
CIRAT6	Critical Incident Rating #6	10	1.800	0.422	1.000	2.000
CIRAT7	Critical Incident Rating #7	10	1.800	0.422	1.000	2.000
CIRAT8	Critical Incident Rating #8	10	1.900	0.316	1.000	2.000
CIRAT9	Critical Incident Rating #9	10	2.500	0.527	2.000	3.000
CIRAT10	Critical Incident Rating #10	10	2.800	0.632	2.000	4.000
CIRAT11	Critical Incident Rating #11	10	3.100	0.316	3.000	4.000
CIRAT12	Critical Incident Rating #12	10	3.500	0.527	3.000	4.000
CIRAT13	Critical Incident Rating #13	10	3.400	0.516	3.000	4.000
CIRAT14	Critical Incident Rating #14	10	3.000	0.667	2.000	4.000
CIRAT15	Critical Incident Rating #15	10	3.500	0.527	3.000	4.000
CIRAT16	Critical Incident Rating #16	10	3.600	0.516	3.000	4.000
CIRAT17	Critical Incident Rating #17	10	3.400	0.516	3.000	4.000
CIRAT18	Critical Incident Rating #18	10	3.400	0.516	3.000	4.000
CIRAT19	Critical Incident Rating #19	10	3.500	0.527	3.000	4.000
CIRAT20	Critical Incident Rating #20	10	3.900	0.316	3.000	4.000

MOS: Military Occ. Special=88M Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=08: Inspect/Repair/Maintain Mech Sys

CIRAT1	Critical Incident Rating #1	26	1.077	0.272	1.000	2.000
CIRAT2	Critical Incident Rating #2	26	1.192	0.402	1.000	2.000
CIRAT3	Critical Incident Rating #3	26	1.231	0.430	1.000	2.000
CIRAT4	Critical Incident Rating #4	26	1.038	0.196	1.000	2.000
CIRAT5	Critical Incident Rating #5	26	1.154	0.368	1.000	2.000
CIRAT6	Critical Incident Rating #6	26	1.269	0.452	1.000	2.000
CIRAT7	Critical Incident Rating #7	26	1.346	0.485	1.000	2.000
CIRAT8	Critical Incident Rating #8	26	1.577	0.578	1.000	3.000
CIRAT9	Critical Incident Rating #9	26	1.577	0.504	1.000	2.000
CIRAT10	Critical Incident Rating #10	26	1.885	0.516	1.000	3.000
CIRAT11	Critical Incident Rating #11	26	3.077	0.272	3.000	4.000
CIRAT12	Critical Incident Rating #12	26	2.769	0.863	1.000	4.000
CIRAT13	Critical Incident Rating #13	26	3.038	0.196	3.000	4.000
CIRAT14	Critical Incident Rating #14	26	3.077	0.272	3.000	4.000
CIRAT15	Critical Incident Rating #15	26	3.038	0.774	2.000	4.000
CIRAT16	Critical Incident Rating #16	26	3.154	0.834	1.000	4.000
CIRAT17	Critical Incident Rating #17	26	3.423	0.578	2.000	4.000
CIRAT18	Critical Incident Rating #18	26	3.808	0.491	2.000	4.000
CIRAT19	Critical Incident Rating #19	26	3.885	0.326	3.000	4.000
CIRAT20	Critical Incident Rating #20	26	4.000	0.000	4.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=88M Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=15: Operate Vehicles/Heavy Equipment						
CIRAT1	Critical Incident Rating #1	26	1.038	0.196	1.000	2.000
CIRAT2	Critical Incident Rating #2	26	1.308	0.471	1.000	2.000
CIRAT3	Critical Incident Rating #3	26	1.462	0.508	1.000	2.000
CIRAT4	Critical Incident Rating #4	26	1.615	0.496	1.000	2.000
CIRAT5	Critical Incident Rating #5	26	1.577	0.578	1.000	3.000
CIRAT6	Critical Incident Rating #6	26	1.885	0.431	1.000	3.000
CIRAT7	Critical Incident Rating #7	26	1.654	0.485	1.000	2.000
CIRAT8	Critical Incident Rating #8	26	1.769	0.430	1.000	2.000
CIRAT9	Critical Incident Rating #9	26	1.500	0.510	1.000	2.000
CIRAT10	Critical Incident Rating #10	26	2.115	0.588	1.000	3.000
CIRAT11	Critical Incident Rating #11	26	2.885	0.431	2.000	4.000
CIRAT12	Critical Incident Rating #12	26	3.154	0.464	2.000	4.000
CIRAT13	Critical Incident Rating #13	26	3.077	0.272	3.000	4.000
CIRAT14	Critical Incident Rating #14	26	3.038	0.196	3.000	4.000
CIRAT15	Critical Incident Rating #15	26	3.308	0.471	3.000	4.000
CIRAT16	Critical Incident Rating #16	25	3.160	0.800	1.000	4.000
CIRAT17	Critical Incident Rating #17	24	3.083	0.282	3.000	4.000
CIRAT18	Critical Incident Rating #18	23	3.304	0.470	3.000	4.000
CIRAT19	Critical Incident Rating #19	24	3.708	0.550	2.000	4.000
CIRAT20	Critical Incident Rating #20	23	3.174	0.388	3.000	4.000

MOS: Military Occ. Special=88M Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=17: Administration/Records Keeping

CIRAT1	Critical Incident Rating #1	10	1.100	0.316	1.000	2.000
CIRAT2	Critical Incident Rating #2	10	1.200	0.422	1.000	2.000
CIRAT3	Critical Incident Rating #3	10	1.600	0.516	1.000	2.000
CIRAT4	Critical Incident Rating #4	10	1.400	0.516	1.000	2.000
CIRAT5	Critical Incident Rating #5	10	1.700	0.483	1.000	2.000
CIRAT6	Critical Incident Rating #6	10	1.600	0.516	1.000	2.000
CIRAT7	Critical Incident Rating #7	10	1.500	0.527	1.000	2.000
CIRAT8	Critical Incident Rating #8	10	1.900	0.316	1.000	2.000
CIRAT9	Critical Incident Rating #9	10	1.800	0.422	1.000	2.000
CIRAT10	Critical Incident Rating #10	10	2.100	0.568	1.000	3.000
CIRAT11	Critical Incident Rating #11	10	3.000	0.667	2.000	4.000
CIRAT12	Critical Incident Rating #12	10	2.200	0.789	1.000	3.000
CIRAT13	Critical Incident Rating #13	10	3.000	0.000	3.000	3.000
CIRAT14	Critical Incident Rating #14	10	3.300	0.483	3.000	4.000
CIRAT15	Critical Incident Rating #15	10	3.000	0.000	3.000	3.000
CIRAT16	Critical Incident Rating #16	10	3.000	0.000	3.000	3.000
CIRAT17	Critical Incident Rating #17	10	3.500	0.527	3.000	4.000
CIRAT18	Critical Incident Rating #18	10	3.400	0.516	3.000	4.000
CIRAT19	Critical Incident Rating #19	10	3.800	0.422	3.000	4.000
CIRAT20	Critical Incident Rating #20	10	3.300	0.483	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=91A Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=05: Administer First-Aid/NBC						
CIRAT1	Critical Incident Rating #1	57	1.140	0.398	1.000	3.000
CIRAT2	Critical Incident Rating #2	57	1.158	0.368	1.000	2.000
CIRAT3	Critical Incident Rating #3	57	1.211	0.411	1.000	2.000
CIRAT4	Critical Incident Rating #4	56	1.250	0.513	1.000	3.000
CIRAT5	Critical Incident Rating #5	56	1.250	0.548	1.000	4.000
CIRAT6	Critical Incident Rating #6	57	1.561	0.567	1.000	3.000
CIRAT7	Critical Incident Rating #7	57	1.316	0.469	1.000	2.000
CIRAT8	Critical Incident Rating #8	57	1.649	0.694	1.000	4.000
CIRAT9	Critical Incident Rating #9	57	1.842	0.922	1.000	4.000
CIRAT10	Critical Incident Rating #10	57	2.789	0.840	1.000	4.000
CIRAT11	Critical Incident Rating #11	57	2.684	0.848	1.000	4.000
CIRAT12	Critical Incident Rating #12	57	2.912	0.987	1.000	4.000
CIRAT13	Critical Incident Rating #13	57	3.211	0.725	1.000	4.000
CIRAT14	Critical Incident Rating #14	56	3.482	0.934	1.000	4.000
CIRAT15	Critical Incident Rating #15	57	2.684	0.929	1.000	4.000
CIRAT16	Critical Incident Rating #16	57	2.930	0.776	1.000	4.000
CIRAT17	Critical Incident Rating #17	57	3.386	0.726	1.000	4.000
CIRAT18	Critical Incident Rating #18	57	3.544	0.537	2.000	4.000
CIRAT19	Critical Incident Rating #19	56	2.946	1.052	1.000	4.000
CIRAT20	Critical Incident Rating #20	57	3.772	0.423	3.000	4.000

MOS: Military Occ. Special=91A Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=18: Oral Communication

CIRAT1	Critical Incident Rating #1	54	1.130	0.478	1.000	4.000
CIRAT2	Critical Incident Rating #2	57	1.158	0.368	1.000	2.000
CIRAT3	Critical Incident Rating #3	57	1.316	0.469	1.000	2.000
CIRAT4	Critical Incident Rating #4	57	1.404	0.530	1.000	3.000
CIRAT5	Critical Incident Rating #5	57	1.386	0.491	1.000	2.000
CIRAT6	Critical Incident Rating #6	57	1.404	0.495	1.000	2.000
CIRAT7	Critical Incident Rating #7	57	1.281	0.453	1.000	2.000
CIRAT8	Critical Incident Rating #8	56	1.375	0.489	1.000	2.000
CIRAT9	Critical Incident Rating #9	57	1.439	0.501	1.000	2.000
CIRAT10	Critical Incident Rating #10	57	1.579	0.625	1.000	4.000
CIRAT11	Critical Incident Rating #11	57	2.193	0.915	1.000	4.000
CIRAT12	Critical Incident Rating #12	57	2.509	0.710	1.000	4.000
CIRAT13	Critical Incident Rating #13	57	3.070	0.457	1.000	4.000
CIRAT14	Critical Incident Rating #14	57	3.228	0.464	2.000	4.000
CIRAT15	Critical Incident Rating #15	57	3.088	0.474	1.000	4.000
CIRAT16	Critical Incident Rating #16	57	3.246	0.434	3.000	4.000
CIRAT17	Critical Incident Rating #17	57	3.386	0.491	3.000	4.000
CIRAT18	Critical Incident Rating #18	57	3.140	0.639	1.000	4.000
CIRAT19	Critical Incident Rating #19	57	3.789	0.411	3.000	4.000
CIRAT20	Critical Incident Rating #20	56	3.375	0.590	1.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=91A Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=19: Written Communication						
CIRAT1	Critical Incident Rating #1	57	1.140	0.350	1.000	2.000
CIRAT2	Critical Incident Rating #2	57	1.175	0.384	1.000	2.000
CIRAT3	Critical Incident Rating #3	57	1.351	0.481	1.000	2.000
CIRAT4	Critical Incident Rating #4	57	1.544	0.503	1.000	2.000
CIRAT5	Critical Incident Rating #5	57	1.263	0.444	1.000	2.000
CIRAT6	Critical Incident Rating #6	57	1.368	0.555	1.000	3.000
CIRAT7	Critical Incident Rating #7	57	1.491	0.571	1.000	3.000
CIRAT8	Critical Incident Rating #8	57	1.404	0.563	1.000	3.000
CIRAT9	Critical Incident Rating #9	57	1.772	0.464	1.000	3.000
CIRAT10	Critical Incident Rating #10	57	2.246	0.872	1.000	4.000
CIRAT11	Critical Incident Rating #11	57	2.088	0.830	1.000	4.000
CIRAT12	Critical Incident Rating #12	57	3.105	0.588	2.000	4.000
CIRAT13	Critical Incident Rating #13	57	3.228	0.464	2.000	4.000
CIRAT14	Critical Incident Rating #14	57	3.105	0.409	2.000	4.000
CIRAT15	Critical Incident Rating #15	57	3.228	0.567	1.000	4.000
CIRAT16	Critical Incident Rating #16	57	3.263	0.444	3.000	4.000
CIRAT17	Critical Incident Rating #17	57	3.351	0.481	3.000	4.000
CIRAT18	Critical Incident Rating #18	56	3.500	0.505	3.000	4.000
CIRAT19	Critical Incident Rating #19	57	3.632	0.487	3.000	4.000
CIRAT20	Critical Incident Rating #20	57	3.614	0.49:	3.000	4.000

MOS: Military Occ. Special=91A Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=22: Provide Medical Treatment

CIRAT1	Critical Incident Rating #1	57	1.316	0.506	1.000	3.000
CIRAT2	Critical Incident Rating #2	57	1.333	0.476	1.000	2.000
CIRAT3	Critical Incident Rating #3	56	1.321	0.471	1.000	2.000
CIRAT4	Critical Incident Rating #4	57	1.351	0.481	1.000	2.000
CIRAT5	Critical Incident Rating #5	57	1.596	0.530	1.000	3.000
CIRAT6	Critical Incident Rating #6	57	1.491	0.601	1.000	3.000
CIRAT7	Critical Incident Rating #7	57	1.825	0.630	1.000	3.000
CIRAT8	Critical Incident Rating #8	57	2.018	0.582	1.000	3.000
CIRAT9	Critical Incident Rating #9	57	2.053	0.742	1.000	4.000
CIRAT10	Critical Incident Rating #10	57	2.860	0.611	1.000	4.000
CIRAT11	Critical Incident Rating #11	56	2.839	0.458	2.000	4.000
CIRAT12	Critical Incident Rating #12	57	2.965	0.566	1.000	4.000
CIRAT13	Critical Incident Rating #13	57	3.140	0.398	2.000	4.000
CIRAT14	Critical Incident Rating #14	57	3.088	0.285	3.000	4.000
CIRAT15	Critical Incident Rating #15	57	3.175	0.504	1.000	4.000
CIRAT16	Critical Incident Rating #16	57	3.281	0.453	3.000	4.000
CIRAT17	Critical Incident Rating #17	57	3.316	0.659	1.000	4.000
CIRAT18	Critical Incident Rating #18	57	3.632	0.487	3.000	4.000
CIRAT19	Critical Incident Rating #19	55	3.491	0.540	2.000	4.000
CIRAT20	Critical Incident Rating #20	57	3.614	0.726	1.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=91A Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=05: Administer First-Aid/NBC						
CIRAT1	Critical Incident Rating #1	30	1.133	0.346	1.000	2.000
CIRAT2	Critical Incident Rating #2	30	1.233	0.430	1.000	2.000
CIRAT3	Critical Incident Rating #3	30	1.233	0.430	1.000	2.000
CIRAT4	Critical Incident Rating #4	30	1.200	0.407	1.000	2.000
CIRAT5	Critical Incident Rating #5	30	1.267	0.450	1.000	2.000
CIRAT6	Critical Incident Rating #6	30	1.333	0.479	1.000	2.000
CIRAT7	Critical Incident Rating #7	30	1.133	0.346	1.000	2.000
CIRAT8	Critical Incident Rating #8	30	1.567	0.626	1.000	3.000
CIRAT9	Critical Incident Rating #9	30	1.733	0.868	1.000	3.000
CIRAT10	Critical Incident Rating #10	30	2.900	0.712	1.000	4.000
CIRAT11	Critical Incident Rating #11	30	2.667	0.758	1.000	4.000
CIRAT12	Critical Incident Rating #12	30	2.867	0.776	1.000	4.000
CIRAT13	Critical Incident Rating #13	30	2.800	0.925	1.000	4.000
CIRAT14	Critical Incident Rating #14	30	3.267	1.112	1.000	4.000
CIRAT15	Critical Incident Rating #15	30	2.467	0.937	1.000	4.000
CIRAT16	Critical Incident Rating #16	30	2.733	0.740	1.000	4.000
CIRAT17	Critical Incident Rating #17	30	3.300	0.466	3.000	4.000
CIRAT18	Critical Incident Rating #18	30	3.200	0.610	1.000	4.000
CIRAT19	Critical Incident Rating #19	29	2.828	1.037	1.000	4.000
CIRAT20	Critical Incident Rating #20	30	3.800	0.407	3.000	4.000

MOS: Military Occ. Special=91A Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=18: Oral Communication

CIRAT1	Critical Incident Rating #1	30	1.133	0.346	1.000	2.000
CIRAT2	Critical Incident Rating #2	30	1.167	0.379	1.000	2.000
CIRAT3	Critical Incident Rating #3	30	1.267	0.450	1.000	2.000
CIRAT4	Critical Incident Rating #4	30	1.433	0.504	1.000	2.000
CIRAT5	Critical Incident Rating #5	30	1.367	0.490	1.000	2.000
CIRAT6	Critical Incident Rating #6	30	1.400	0.498	1.000	2.000
CIRAT7	Critical Incident Rating #7	30	1.267	0.450	1.000	2.000
CIRAT8	Critical Incident Rating #8	30	1.433	0.568	1.000	3.000
CIRAT9	Critical Incident Rating #9	30	1.367	0.490	1.000	2.000
CIRAT10	Critical Incident Rating #10	30	1.500	0.572	1.000	3.000
CIRAT11	Critical Incident Rating #11	30	2.067	0.868	1.000	4.000
CIRAT12	Critical Incident Rating #12	29	2.552	0.827	1.000	4.000
CIRAT13	Critical Incident Rating #13	30	3.000	0.525	1.000	4.000
CIRAT14	Critical Incident Rating #14	30	3.167	0.379	3.000	4.000
CIRAT15	Critical Incident Rating #15	30	3.000	0.455	1.000	4.000
CIRAT16	Critical Incident Rating #16	30	3.200	0.407	3.000	4.000
CIRAT17	Critical Incident Rating #17	30	3.333	0.479	3.000	4.000
CIRAT18	Critical Incident Rating #18	30	3.000	0.788	1.000	4.000
CIRAT19	Critical Incident Rating #19	30	3.633	0.490	3.000	4.000
CIRAT20	Critical Incident Rating #20	30	3.233	0.430	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=91A Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=19: Written Communication						
CIRAT1	Critical Incident Rating #1	30	1.267	0.521	1.000	3.000
CIRAT2	Critical Incident Rating #2	29	1.172	0.384	1.000	2.000
CIRAT3	Critical Incident Rating #3	29	1.345	0.670	1.000	4.000
CIRAT4	Critical Incident Rating #4	30	1.433	0.504	1.000	2.000
CIRAT5	Critical Incident Rating #5	30	1.167	0.379	1.000	2.000
CIRAT6	Critical Incident Rating #6	30	1.467	0.681	1.000	4.000
CIRAT7	Critical Incident Rating #7	30	1.400	0.498	1.000	2.000
CIRAT8	Critical Incident Rating #8	30	1.433	0.568	1.000	3.000
CIRAT9	Critical Incident Rating #9	30	1.633	0.556	1.000	3.000
CIRAT10	Critical Incident Rating #10	30	2.267	0.944	1.000	4.000
CIRAT11	Critical Incident Rating #11	30	2.333	0.758	1.000	3.000
CIRAT12	Critical Incident Rating #12	30	3.067	0.583	1.000	4.000
CIRAT13	Critical Incident Rating #13	30	3.100	0.305	3.000	4.000
CIRAT14	Critical Incident Rating #14	30	3.100	0.305	3.000	4.000
CIRAT15	Critical Incident Rating #15	30	3.200	0.407	3.000	4.000
CIRAT16	Critical Incident Rating #16	30	3.167	0.379	3.000	4.000
CIRAT17	Critical Incident Rating #17	30	3.233	0.430	3.000	4.000
CIRAT18	Critical Incident Rating #18	30	3.667	0.479	3.000	4.000
CIRAT19	Critical Incident Rating #19	30	3.633	0.490	3.000	4.000
CIRAT20	Critical Incident Rating #20	30	3.433	0.728	1.000	4.000

MOS: Military Occ. Special=91A Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=22: Provide Medical Treatment

CIRAT1	Critical Incident Rating #1	30	1.267	0.450	1.000	2.000
CIRAT2	Critical Incident Rating #2	30	1.333	0.547	1.000	3.000
CIRAT3	Critical Incident Rating #3	30	1.333	0.479	1.000	2.000
CIRAT4	Critical Incident Rating #4	30	1.367	0.490	1.000	2.000
CIRAT5	Critical Incident Rating #5	30	1.667	0.547	1.000	3.000
CIRAT6	Critical Incident Rating #6	30	1.500	0.572	1.000	3.000
CIRAT7	Critical Incident Rating #7	30	1.833	0.747	1.000	3.000
CIRAT8	Critical Incident Rating #8	30	1.933	0.640	1.000	3.000
CIRAT9	Critical Incident Rating #9	30	1.967	0.718	1.000	3.000
CIRAT10	Critical Incident Rating #10	30	2.933	0.450	1.000	4.000
CIRAT11	Critical Incident Rating #11	30	2.933	0.365	2.000	4.000
CIRAT12	Critical Incident Rating #12	30	3.067	0.365	2.000	4.000
CIRAT13	Critical Incident Rating #13	30	3.100	0.305	3.000	4.000
CIRAT14	Critical Incident Rating #14	30	3.100	0.305	3.000	4.000
CIRAT15	Critical Incident Rating #15	30	3.100	0.305	3.000	4.000
CIRAT16	Critical Incident Rating #16	29	3.103	0.310	3.000	4.000
CIRAT17	Critical Incident Rating #17	28	3.250	0.701	1.000	4.000
CIRAT18	Critical Incident Rating #18	30	3.533	0.507	3.000	4.000
CIRAT19	Critical Incident Rating #19	30	3.567	0.504	3.000	4.000
CIRAT20	Critical Incident Rating #20	30	3.800	0.407	3.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
MOS: Military Occ. Special=948 Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=11: Pack and Load ---						
CIRAT1	Critical Incident Rating #1	15	1.133	0.352	1.000	2.000
CIRAT2	Critical Incident Rating #2	15	1.000	0.000	1.000	1.000
CIRAT3	Critical Incident Rating #3	15	1.133	0.352	1.000	2.000
CIRAT4	Critical Incident Rating #4	15	1.267	0.458	1.000	2.000
CIRAT5	Critical Incident Rating #5	15	1.200	0.414	1.000	2.000
CIRAT6	Critical Incident Rating #6	15	1.333	0.488	1.000	2.000
CIRAT7	Critical Incident Rating #7	14	1.429	0.514	1.000	2.000
CIRAT8	Critical Incident Rating #8	15	2.000	0.535	1.000	3.000
CIRAT9	Critical Incident Rating #9	15	1.667	0.488	1.000	2.000
CIRAT10	Critical Incident Rating #10	15	1.133	0.352	1.000	2.000
CIRAT11	Critical Incident Rating #11	15	2.000	0.655	1.000	3.000
CIRAT12	Critical Incident Rating #12	11	2.182	1.079	1.000	4.000
CIRAT13	Critical Incident Rating #13	15	3.533	0.516	3.000	4.000
CIRAT14	Critical Incident Rating #14	15	3.667	0.488	3.000	4.000
CIRAT15	Critical Incident Rating #15	15	3.600	0.507	3.000	4.000
CIRAT16	Critical Incident Rating #16	15	3.800	0.561	2.000	4.000
CIRAT17	Critical Incident Rating #17	15	3.600	0.632	2.000	4.000
CIRAT18	Critical Incident Rating #18	15	3.533	0.640	2.000	4.000
CIRAT19	Critical Incident Rating #19	15	3.800	0.414	3.000	4.000
CIRAT20	Critical Incident Rating #20	15	3.400	0.507	3.000	4.000

MOS: Military Occ. Special=948 Prepost: Pre-delphi vs. Post-delphi=1 Dimension Number=13: Operate/Assemble/Install

CIRAT1	Critical Incident Rating #1	12	1.167	0.389	1.000	2.000
CIRAT2	Critical Incident Rating #2	15	1.467	0.516	1.000	2.000
CIRAT3	Critical Incident Rating #3	15	1.333	0.488	1.000	2.000
CIRAT4	Critical Incident Rating #4	15	1.333	0.488	1.000	2.000
CIRAT5	Critical Incident Rating #5	15	1.267	0.458	1.000	2.000
CIRAT6	Critical Incident Rating #6	15	1.600	0.507	1.000	2.000
CIRAT7	Critical Incident Rating #7	13	1.615	0.506	1.000	2.000
CIRAT8	Critical Incident Rating #8	15	1.733	0.594	1.000	3.000
CIRAT9	Critical Incident Rating #9	14	1.571	0.514	1.000	2.000
CIRAT10	Critical Incident Rating #10	13	3.308	0.630	2.000	4.000
CIRAT11	Critical Incident Rating #11	14	3.357	0.497	3.000	4.000
CIRAT12	Critical Incident Rating #12	15	3.000	0.535	2.000	4.000
CIRAT13	Critical Incident Rating #13	14	3.286	0.611	2.000	4.000
CIRAT14	Critical Incident Rating #14	14	3.500	0.519	3.000	4.000
CIRAT15	Critical Incident Rating #15	15	3.200	0.561	2.000	4.000
CIRAT16	Critical Incident Rating #16	15	3.467	0.640	2.000	4.000
CIRAT17	Critical Incident Rating #17	14	3.286	0.469	3.000	4.000
CIRAT18	Critical Incident Rating #18	15	3.467	0.516	3.000	4.000
CIRAT19	Critical Incident Rating #19	14	3.643	0.497	3.000	4.000
CIRAT20	Critical Incident Rating #20	15	3.733	0.799	1.000	4.000

Critical Incident-Based Standard Setting  
by MOS, Delphi-Condition, Dimension

VARIABLE	LABEL	N	MEAN	STD	MIN	MAX
-- MOS: Military Occ. Special=94B Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=11: Pack and Load ---						
CIRAT1	Critical Incident Rating #1	17	1.235	0.437	1.000	2.000
CIRAT2	Critical Incident Rating #2	17	1.118	0.332	1.000	2.000
CIRAT3	Critical Incident Rating #3	17	1.294	0.470	1.000	2.000
CIRAT4	Critical Incident Rating #4	17	1.176	0.393	1.000	2.000
CIRAT5	Critical Incident Rating #5	17	1.353	0.493	1.000	2.000
CIRAT6	Critical Incident Rating #6	17	1.294	0.470	1.000	2.000
CIRAT7	Critical Incident Rating #7	16	1.500	0.516	1.000	2.000
CIRAT8	Critical Incident Rating #8	17	1.824	0.529	1.000	3.000
CIRAT9	Critical Incident Rating #9	17	1.647	0.493	1.000	2.000
CIRAT10	Critical Incident Rating #10	17	1.118	0.332	1.000	2.000
CIRAT11	Critical Incident Rating #11	17	2.059	0.556	1.000	3.000
CIRAT12	Critical Incident Rating #12	14	2.643	0.745	1.000	4.000
CIRAT13	Critical Incident Rating #13	17	3.235	0.437	3.000	4.000
CIRAT14	Critical Incident Rating #14	17	3.235	0.437	3.000	4.000
CIRAT15	Critical Incident Rating #15	17	3.118	0.332	3.000	4.000
CIRAT16	Critical Incident Rating #16	16	3.688	0.479	3.000	4.000
CIRAT17	Critical Incident Rating #17	16	3.438	0.512	3.000	4.000
CIRAT18	Critical Incident Rating #18	17	3.529	0.514	3.000	4.000
CIRAT19	Critical Incident Rating #19	17	3.471	0.514	3.000	4.000
CIRAT20	Critical Incident Rating #20	17	3.118	0.332	3.000	4.000
MOS: Military Occ. Special=94B Prepost: Pre-delphi vs. Post-delphi=2 Dimension Number=13: Operate/Assemble/Install						
CIRAT1	Critical Incident Rating #1	12	1.417	0.515	1.000	2.000
CIRAT2	Critical Incident Rating #2	12	1.417	0.515	1.000	2.000
CIRAT3	Critical Incident Rating #3	12	1.417	0.515	1.000	2.000
CIRAT4	Critical Incident Rating #4	12	1.417	0.515	1.000	2.000
CIRAT5	Critical Incident Rating #5	12	1.167	0.389	1.000	2.000
CIRAT6	Critical Incident Rating #6	12	1.667	0.492	1.000	2.000
CIRAT7	Critical Incident Rating #7	12	1.667	0.492	1.000	2.000
CIRAT8	Critical Incident Rating #8	12	1.833	0.389	1.000	2.000
CIRAT9	Critical Incident Rating #9	12	1.750	0.452	1.000	2.000
CIRAT10	Critical Incident Rating #10	12	2.917	0.289	2.000	3.000
CIRAT11	Critical Incident Rating #11	12	3.000	0.000	3.000	3.000
CIRAT12	Critical Incident Rating #12	12	3.000	0.000	3.000	3.000
CIRAT13	Critical Incident Rating #13	12	3.167	0.389	3.000	4.000
CIRAT14	Critical Incident Rating #14	12	3.083	0.289	3.000	4.000
CIRAT15	Critical Incident Rating #15	12	3.167	0.389	3.000	4.000
CIRAT16	Critical Incident Rating #16	12	3.083	0.289	3.000	4.000
CIRAT17	Critical Incident Rating #17	12	3.000	0.000	3.000	3.000
CIRAT18	Critical Incident Rating #18	12	3.167	0.389	3.000	4.000
CIRAT19	Critical Incident Rating #19	12	3.250	0.452	3.000	4.000
CIRAT20	Critical Incident Rating #20	12	3.917	0.289	3.000	4.000

APPENDIX U

DESCRIPTIVE STATISTICS FOR TASK-BASED (DETAILED)  
INSTRUMENT BY MOS, DIMENSION, AND DELPHI CONDITION

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=16S FMCODE=02: Operate Crew-served Weapons Prepost: Pre-delphi vs. Post-delphi=1 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	67	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	68	1.00	0.00	1.00	1.00
T1H03	Rating for Hypo. Soldier #03, Task 1	68	1.00	0.00	1.00	1.00
T1H04	Rating for Hypo. Soldier #04, Task 1	68	1.01	0.12	1.00	2.00
T1H05	Rating for Hypo. Soldier #05, Task 1	68	1.01	0.12	1.00	2.00
T1H06	Rating for Hypo. Soldier #06, Task 1	68	1.25	0.47	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	68	1.25	0.47	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	68	1.25	0.47	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	68	2.35	0.69	1.00	3.00
T1H10	Rating for Hypo. Soldier #10, Task 1	68	3.07	0.50	2.00	4.00
T1M	Minimum % Go for Task 1, Marginal	56	60.59	16.11	0.00	90.00
T1A	Minimum % Go for Task 1, Acceptable	56	77.61	9.07	45.00	95.00
T1O	Minimum % Go for Task 1, Outstanding	56	92.80	5.93	80.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	63	1.00	0.00	1.00	1.00
T2H02	Rating for Hypo. Soldier #02, Task 2	63	1.00	0.00	1.00	1.00
T2H03	Rating for Hypo. Soldier #03, Task 2	63	1.14	0.35	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	63	1.46	0.50	1.00	2.00
T2H05	Rating for Hypo. Soldier #05, Task 2	63	1.49	0.56	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	63	2.29	0.75	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	63	2.84	0.70	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	63	2.86	0.69	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	63	2.86	0.69	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	63	3.90	0.35	2.00	4.00
T2M	Minimum % Go for Task 2, Marginal	55	62.51	15.67	0.00	90.00
T2A	Minimum % Go for Task 2, Acceptable	55	79.16	9.73	45.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	55	93.95	5.09	80.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	62	1.02	0.13	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	62	1.23	0.42	1.00	2.00
T3H03	Rating for Hypo. Soldier #03, Task 3	62	1.24	0.43	1.00	2.00
T3H04	Rating for Hypo. Soldier #04, Task 3	62	1.29	0.46	1.00	2.00
T3H05	Rating for Hypo. Soldier #05, Task 3	62	1.42	0.56	1.00	3.00
T3H06	Rating for Hypo. Soldier #06, Task 3	62	2.05	0.76	1.00	3.00
T3H07	Rating for Hypo. Soldier #07, Task 3	62	2.34	0.77	1.00	3.00
T3H08	Rating for Hypo. Soldier #08, Task 3	62	2.69	0.62	1.00	3.00
T3H09	Rating for Hypo. Soldier #09, Task 3	62	3.23	0.78	1.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	62	3.63	0.71	1.00	4.00
T3M	Minimum % Go for Task 3, Marginal	58	65.07	15.30	0.00	98.00
T3A	Minimum % Go for Task 3, Acceptable	58	78.98	9.70	45.00	100.00
T3O	Minimum % Go for Task 3, Outstanding	58	94.52	4.73	80.00	100.00
T4H01	Rating for Hypo. Soldier #01, Task 4	58	1.00	0.00	1.00	1.00
T4H02	Rating for Hypo. Soldier #02, Task 4	58	1.02	0.13	1.00	2.00
T4H03	Rating for Hypo. Soldier #03, Task 4	58	1.12	0.33	1.00	2.00
T4H04	Rating for Hypo. Soldier #04, Task 4	58	1.14	0.40	1.00	3.00
T4H05	Rating for Hypo. Soldier #05, Task 4	58	1.47	0.60	1.00	3.00
T4H06	Rating for Hypo. Soldier #06, Task 4	58	1.47	0.60	1.00	3.00
T4H07	Rating for Hypo. Soldier #07, Task 4	58	1.47	0.60	1.00	3.00
T4H08	Rating for Hypo. Soldier #08, Task 4	58	2.07	0.83	1.00	3.00
T4H09	Rating for Hypo. Soldier #09, Task 4	58	2.66	0.83	1.00	4.00
T4H10	Rating for Hypo. Soldier #10, Task 4	58	2.83	0.86	1.00	4.00
T4M	Minimum % Go for Task 4, Marginal	56	64.95	14.29	0.00	90.00
T4A	Minimum % Go for Task 4, Acceptable	56	78.14	8.96	45.00	95.00
T4O	Minimum % Go for Task 4, Outstanding	56	93.27	5.53	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=16S FMCODE=02: Operate Crew-served Weapons Prepost: Pre-delphi vs. Post-delphi=1 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	59	1.00	0.00	1.00	1.00
QAH02	Rating for Hypo. Soldier #02, Overall	59	1.02	0.13	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	59	1.22	0.42	1.00	2.00
QAH04	Rating for Hypo. Soldier #04, Overall	59	1.42	0.50	1.00	2.00
QAH05	Rating for Hypo. Soldier #05, Overall	59	1.53	0.54	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	59	2.02	0.80	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	59	2.29	0.74	1.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	59	2.56	0.62	1.00	3.00
QAH09	Rating for Hypo. Soldier #09, Overall	59	2.90	0.52	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	59	3.58	0.65	1.00	4.00
QAM	Minimum % Go for Marginal, Overall	57	63.95	13.12	0.00	85.00
QAA	Minimum % Go for Acceptable, Overall	57	77.93	8.19	45.00	90.00
QAO	Minimum % Go for Outstanding, Overall	57	93.09	5.69	70.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=16S FMCODE=02: Operate Crew-served Weapons Prepost: Pre-delphi vs. Post-delphi=2 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	18	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	18	1.00	0.00	1.00	1.00
T1H03	Rating for Hypo. Soldier #03, Task 1	18	1.00	0.00	1.00	1.00
T1H04	Rating for Hypo. Soldier #04, Task 1	18	1.00	0.00	1.00	1.00
T1H05	Rating for Hypo. Soldier #05, Task 1	18	1.00	0.00	1.00	1.00
T1H06	Rating for Hypo. Soldier #06, Task 1	18	1.17	0.38	1.00	2.00
T1H07	Rating for Hypo. Soldier #07, Task 1	18	1.17	0.38	1.00	2.00
T1H08	Rating for Hypo. Soldier #08, Task 1	18	1.17	0.38	1.00	2.00
T1H09	Rating for Hypo. Soldier #09, Task 1	18	2.00	0.84	1.00	3.00
T1H10	Rating for Hypo. Soldier #10, Task 1	18	2.72	0.75	1.00	4.00
T1M	Minimum % Go for Task 1, Marginal	18	69.28	16.63	40.00	100.00
T1A	Minimum % Go for Task 1, Acceptable	18	81.06	10.98	60.00	100.00
T1O	Minimum % Go for Task 1, Outstanding	18	92.61	6.76	80.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	21	1.00	0.00	1.00	1.00
T2H02	Rating for Hypo. Soldier #02, Task 2	21	1.00	0.00	1.00	1.00
T2H03	Rating for Hypo. Soldier #03, Task 2	21	1.10	0.30	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	21	1.33	0.48	1.00	2.00
T2H05	Rating for Hypo. Soldier #05, Task 2	21	1.33	0.48	1.00	2.00
T2H06	Rating for Hypo. Soldier #06, Task 2	21	1.95	0.86	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	21	2.57	0.75	1.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	21	2.57	0.75	1.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	21	2.57	0.75	1.00	3.00
T2H10	Rating for Hypo. Soldier #10, Task 2	21	3.81	0.40	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	19	71.68	13.58	50.00	100.00
T2A	Minimum % Go for Task 2, Acceptable	19	83.68	9.84	70.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	19	93.74	5.04	85.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	22	1.05	0.21	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	22	1.23	0.43	1.00	2.00
T3H03	Rating for Hypo. Soldier #03, Task 3	22	1.27	0.46	1.00	2.00
T3H04	Rating for Hypo. Soldier #04, Task 3	22	1.27	.46	1.00	2.00
T3H05	Rating for Hypo. Soldier #05, Task 3	22	1.55	0.60	1.00	3.00
T3H06	Rating for Hypo. Soldier #06, Task 3	22	2.00	0.82	1.00	3.00
T3H07	Rating for Hypo. Soldier #07, Task 3	22	2.09	0.81	1.00	3.00
T3H08	Rating for Hypo. Soldier #08, Task 3	22	2.50	0.80	1.00	3.00
T3H09	Rating for Hypo. Soldier #09, Task 3	22	3.05	1.00	1.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	22	3.50	0.96	1.00	4.00
T3M	Minimum % Go for Task 3, Marginal	19	72.37	13.61	50.00	100.00
T3A	Minimum % Go for Task 3, Acceptable	19	83.89	10.17	70.00	100.00
T3O	Minimum % Go for Task 3, Outstanding	19	94.21	4.79	85.00	100.00
T4H01	Rating for Hypo. Soldier #01, Task 4	22	1.00	0.00	1.00	1.00
T4H02	Rating for Hypo. Soldier #02, Task 4	22	1.00	0.00	1.00	1.00
T4H03	Rating for Hypo. Soldier #03, Task 4	22	1.05	0.21	1.00	2.00
T4H04	Rating for Hypo. Soldier #04, Task 4	22	1.09	0.29	1.00	2.00
T4H05	Rating for Hypo. Soldier #05, Task 4	22	1.59	0.67	1.00	3.00
T4H06	Rating for Hypo. Soldier #06, Task 4	22	1.59	0.67	1.00	3.00
T4H07	Rating for Hypo. Soldier #07, Task 4	22	1.59	0.67	1.00	3.00
T4H08	Rating for Hypo. Soldier #08, Task 4	22	2.09	0.87	1.00	3.00
T4H09	Rating for Hypo. Soldier #09, Task 4	22	2.55	0.86	1.00	4.00
T4H10	Rating for Hypo. Soldier #10, Task 4	22	2.64	0.79	1.00	4.00
T4M	Minimum % Go for Task 4, Marginal	18	72.78	14.17	50.00	100.00
T4A	Minimum % Go for Task 4, Acceptable	18	82.50	10.18	60.00	100.00
T4O	Minimum % Go for Task 4, Outstanding	18	92.39	6.12	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=16S FMCODE=02: Operate Crew-served Weapons Prepost: Pre-delphi vs. Post-delphi=2 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	21	1.05	0.22	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	21	1.10	0.30	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	21	1.24	0.44	1.00	2.00
QAH04	Rating for Hypo. Soldier #04, Overall	21	1.29	0.46	1.00	2.00
QAH05	Rating for Hypo. Soldier #05, Overall	21	1.43	0.51	1.00	2.00
QAH06	Rating for Hypo. Soldier #06, Overall	21	2.00	0.77	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	21	2.05	0.74	1.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	21	2.48	0.81	1.00	3.00
QAH09	Rating for Hypo. Soldier #09, Overall	21	2.62	0.74	1.00	3.00
QAH10	Rating for Hypo. Soldier #10, Overall	21	3.43	0.98	1.00	4.00
QAM	Minimum % Go for Marginal, Overall	19	72.74	14.06	49.00	100.00
QAA	Minimum % Go for Acceptable, Overall	19	84.16	10.06	65.00	100.00
QAO	Minimum % Go for Outstanding, Overall	19	94.53	5.32	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=16S FMCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=1 ---						
T1H01	Rating for Hypo. Soldier #01, Task 1	54	1.02	0.14	1.00	2.00
T1H02	Rating for Hypo. Soldier #02, Task 1	54	1.26	0.44	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	54	1.65	0.62	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	54	1.69	0.64	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	54	1.69	0.64	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	54	1.69	0.64	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	54	2.44	0.69	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	54	2.44	0.69	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	54	2.46	0.69	1.00	3.00
T1H10	Rating for Hypo. Soldier #10, Task 1	54	3.15	0.68	1.00	4.00
T1M	Minimum % Go for Task 1, Marginal	50	64.24	12.95	0.00	85.00
T1A	Minimum % Go for Task 1, Acceptable	50	77.42	8.15	50.00	95.00
T1O	Minimum % Go for Task 1, Outstanding	50	92.52	4.55	85.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	55	1.24	0.43	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	55	1.25	0.44	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	55	1.25	0.44	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	55	1.60	0.66	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	55	1.60	0.66	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	55	1.62	0.68	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	55	1.62	0.68	1.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	55	2.36	0.80	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	55	2.89	0.83	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	55	2.93	0.84	1.00	4.00
T2M	Minimum % Go for Task 2, Marginal	51	65.31	13.92	0.00	90.00
T2A	Minimum % Go for Task 2, Acceptable	51	78.18	8.73	50.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	51	92.33	5.09	78.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	54	1.02	0.14	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	54	1.11	0.32	1.00	2.00
T3H03	Rating for Hypo. Soldier #03, Task 3	54	1.24	0.43	1.00	2.00
T3H04	Rating for Hypo. Soldier #04, Task 3	54	1.46	0.61	1.00	3.00
T3H05	Rating for Hypo. Soldier #05, Task 3	54	1.65	0.68	1.00	3.00
T3H06	Rating for Hypo. Soldier #06, Task 3	54	1.74	0.71	1.00	3.00
T3H07	Rating for Hypo. Soldier #07, Task 3	54	2.19	0.80	1.00	3.00
T3H08	Rating for Hypo. Soldier #08, Task 3	54	2.50	0.77	1.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	54	2.80	0.66	1.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	54	3.48	0.77	1.00	4.00
T3M	Minimum % Go for Task 3, Marginal	51	64.84	13.63	0.00	93.00
T3A	Minimum % Go for Task 3, Acceptable	51	77.59	7.89	50.00	95.00
T3O	Minimum % Go for Task 3, Outstanding	51	93.14	4.36	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
-- MOS: Military Occ. Special=16S FMCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=1						
QAH01	Rating for Hypo. Soldier #01, Overall	49	1.04	0.20	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	49	1.18	0.39	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	49	1.37	0.49	1.00	2.00
QAH04	Rating for Hypo. Soldier #04, Overall	49	1.76	0.72	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	49	1.90	0.80	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	49	2.02	0.78	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	49	2.31	0.71	1.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	49	2.59	0.67	1.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	49	2.86	0.61	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	49	3.39	0.79	1.00	4.00
QAM	Minimum % Go for Marginal, Overall	48	66.85	8.06	50.00	85.00
QAA	Minimum % Go for Acceptable, Overall	48	78.83	6.17	70.00	92.00
QAO	Minimum % Go for Outstanding, Overall	48	92.31	4.19	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
-- MOS: Military Occ. Special=16S FMCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=2						
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T1H01	Rating for Hypo. Soldier #01, Task 1	26	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	26	1.12	0.33	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	26	1.50	0.51	1.00	2.00
T1H04	Rating for Hypo. Soldier #04, Task 1	26	1.54	0.51	1.00	2.00
T1H05	Rating for Hypo. Soldier #05, Task 1	26	1.54	0.51	1.00	2.00
T1H06	Rating for Hypo. Soldier #06, Task 1	26	1.58	0.50	1.00	2.00
T1H07	Rating for Hypo. Soldier #07, Task 1	26	2.38	0.75	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	26	2.42	0.76	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	26	2.46	0.81	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	26	3.00	0.69	1.00	4.00
T1M	Minimum % Go for Task 1, Marginal	23	67.78	12.08	50.00	100.00
T1A	Minimum % Go for Task 1, Acceptable	23	80.00	9.85	65.00	100.00
T10	Minimum % Go for Task 1, Outstanding	23	91.52	7.23	70.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	26	1.15	0.37	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	26	1.19	0.40	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	26	1.23	0.43	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	26	1.65	0.63	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	26	1.65	0.63	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	26	1.65	0.63	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	26	1.69	0.68	1.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	26	2.42	0.76	1.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	26	2.96	0.72	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	26	3.00	0.75	1.00	4.00
T2M	Minimum % Go for Task 2, Marginal	23	67.48	12.55	50.00	100.00
T2A	Minimum % Go for Task 2, Acceptable	23	79.96	10.59	55.00	100.00
T20	Minimum % Go for Task 2, Outstanding	23	91.35	8.53	60.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	26	1.00	0.00	1.00	1.00
T3H02	Rating for Hypo. Soldier #02, Task 3	26	1.04	0.20	1.00	2.00
T3H03	Rating for Hypo. Soldier #03, Task 3	26	1.19	0.40	1.00	2.00
T3H04	Rating for Hypo. Soldier #04, Task 3	26	1.54	0.58	1.00	3.00
T3H05	Rating for Hypo. Soldier #05, Task 3	26	1.62	0.57	1.00	3.00
T3H06	Rating for Hypo. Soldier #06, Task 3	26	1.62	0.57	1.00	3.00
T3H07	Rating for Hypo. Soldier #07, Task 3	26	2.19	0.80	1.00	3.00
T3H08	Rating for Hypo. Soldier #08, Task 3	26	2.42	0.81	1.00	3.00
T3H09	Rating for Hypo. Soldier #09, Task 3	26	2.69	0.79	1.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	26	3.19	0.85	1.00	4.00
T3M	Minimum % Go for Task 3, Marginal	23	66.96	11.29	50.00	100.00
T3A	Minimum % Go for Task 3, Acceptable	23	79.96	9.44	70.00	100.00
T30	Minimum % Go for Task 3, Outstanding	23	92.65	5.43	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=16S FMCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=2 ---						
QAH01	Rating for Hypo. Soldier #01, Overall	26	1.04	0.20	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	26	1.12	0.33	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	26	1.50	0.58	1.00	3.00
QAH04	Rating for Hypo. Soldier #04, Overall	26	1.88	0.71	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	26	1.96	0.77	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	26	2.08	0.80	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	26	2.23	0.76	1.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	26	2.50	0.76	1.00	3.00
QAH09	Rating for Hypo. Soldier #09, Overall	26	2.77	0.71	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	26	3.15	0.83	1.00	4.00
QAM	Minimum % Go for Marginal, Overall	23	68.35	11.10	50.00	100.00
QAA	Minimum % Go for Acceptable, Overall	23	80.87	9.07	70.00	100.00
QAO	Minimum % Go for Outstanding, Overall	23	92.43	5.95	75.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=16S FMCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=1 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	85	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	85	1.00	0.00	1.00	1.00
T1H03	Rating for Hypo. Soldier #03, Task 1	85	1.04	0.19	1.00	2.00
T1H04	Rating for Hypo. Soldier #04, Task 1	85	1.20	0.43	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	85	1.55	0.66	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	85	1.60	0.69	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	85	2.25	0.71	1.00	4.00
T1H08	Rating for Hypo. Soldier #08, Task 1	85	2.81	0.65	1.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	85	2.82	0.66	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	85	3.92	0.38	1.00	4.00
T1M	Minimum % Go for Task 1, Marginal	78	65.47	12.57	0.00	100.00
T1A	Minimum % Go for Task 1, Acceptable	78	80.56	8.48	50.00	100.00
T1O	Minimum % Go for Task 1, Outstanding	78	94.74	4.95	75.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	82	1.00	0.00	1.00	1.00
T2H02	Rating for Hypo. Soldier #02, Task 2	82	1.00	0.00	1.00	1.00
T2H03	Rating for Hypo. Soldier #03, Task 2	82	1.07	0.26	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	82	1.32	0.47	1.00	2.00
T2H05	Rating for Hypo. Soldier #05, Task 2	82	1.34	0.48	1.00	2.00
T2H06	Rating for Hypo. Soldier #06, Task 2	82	2.91	0.48	1.00	4.00
T2H07	Rating for Hypo. Soldier #07, Task 2	82	2.91	0.48	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	82	2.93	0.47	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	82	3.90	0.40	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	82	3.90	0.40	1.00	4.00
T2M	Minimum % Go for Task 2, Marginal	77	64.18	13.68	0.00	90.00
T2A	Minimum % Go for Task 2, Acceptable	77	80.51	7.54	50.00	99.00
T2O	Minimum % Go for Task 2, Outstanding	77	94.83	4.53	80.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	69	1.16	0.47	1.00	4.00
T3H02	Rating for Hypo. Soldier #02, Task 3	69	2.00	0.69	1.00	4.00
T3H03	Rating for Hypo. Soldier #03, Task 3	69	2.54	0.72	1.00	4.00
T3H04	Rating for Hypo. Soldier #04, Task 3	69	3.03	0.79	1.00	4.00
T3H05	Rating for Hypo. Soldier #05, Task 3	69	3.04	0.79	1.00	4.00
T3H06	Rating for Hypo. Soldier #06, Task 3	69	3.88	0.44	1.00	4.00
T3H07	Rating for Hypo. Soldier #07, Task 3	69	3.88	0.44	1.00	4.00
T3H08	Rating for Hypo. Soldier #08, Task 3	69	3.88	0.44	1.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	69	3.88	0.44	1.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	69	3.88	0.44	1.00	4.00
T3M	Minimum % Go for Task 3, Marginal	77	70.25	13.26	0.00	100.00
T3A	Minimum % Go for Task 3, Acceptable	77	83.23	8.45	50.00	100.00
T3O	Minimum % Go for Task 3, Outstanding	77	95.77	3.95	88.00	100.00

Task-Based Standard Setting--Detailed  
 Descriptive Statistics  
 (by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=16S FNCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=1 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	73	1.00	0.00	1.00	1.00
QAH02	Rating for Hypo. Soldier #02, Overall	73	1.03	0.23	1.00	3.00
QAH03	Rating for Hypo. Soldier #03, Overall	73	1.08	0.32	1.00	3.00
QAH04	Rating for Hypo. Soldier #04, Overall	73	1.32	0.55	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	73	1.45	0.67	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	73	1.92	0.81	1.00	4.00
QAH07	Rating for Hypo. Soldier #07, Overall	73	2.33	0.80	1.00	4.00
QAH08	Rating for Hypo. Soldier #08, Overall	73	2.47	0.77	1.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	73	3.03	0.60	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	73	3.32	0.62	1.00	4.00
QAM	Minimum % Go for Marginal, Overall	75	66.72	10.18	40.00	90.00
QAA	Minimum % Go for Acceptable, Overall	75	80.16	8.04	60.00	99.00
QAO	Minimum % Go for Outstanding, Overall	75	94.16	5.05	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=16S FMCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=2 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	26	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	26	1.00	0.00	1.00	1.00
T1H03	Rating for Hypo. Soldier #03, Task 1	26	1.00	0.00	1.00	1.00
T1H04	Rating for Hypo. Soldier #04, Task 1	26	1.15	0.37	1.00	2.00
T1H05	Rating for Hypo. Soldier #05, Task 1	26	1.50	0.58	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	26	1.50	0.58	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	26	2.23	0.76	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	26	2.81	0.63	1.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	26	2.81	0.63	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	26	3.92	0.27	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	24	69.04	12.69	50.00	100.00
T1A	Minimum % Go for Task 1, Acceptable	24	82.92	9.55	70.00	100.00
T1O	Minimum % Go for Task 1, Outstanding	24	94.58	4.64	85.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	26	1.00	0.00	1.00	1.00
T2H02	Rating for Hypo. Soldier #02, Task 2	26	1.00	0.00	1.00	1.00
T2H03	Rating for Hypo. Soldier #03, Task 2	26	1.04	0.20	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	26	1.19	0.40	1.00	2.00
T2H05	Rating for Hypo. Soldier #05, Task 2	26	1.23	0.43	1.00	2.00
T2H06	Rating for Hypo. Soldier #06, Task 2	26	2.73	0.67	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	26	2.73	0.67	1.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	26	2.77	0.65	1.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	26	3.88	0.33	3.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	26	3.88	0.33	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	24	68.92	11.99	50.00	100.00
T2A	Minimum % Go for Task 2, Acceptable	24	82.75	9.01	65.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	24	95.25	3.76	90.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	25	1.20	0.50	1.00	3.00
T3H02	Rating for Hypo. Soldier #02, Task 3	25	2.16	0.75	1.00	3.00
T3H03	Rating for Hypo. Soldier #03, Task 3	25	2.48	0.77	1.00	3.00
T3H04	Rating for Hypo. Soldier #04, Task 3	25	2.96	0.98	1.00	4.00
T3H05	Rating for Hypo. Soldier #05, Task 3	25	2.96	0.98	1.00	4.00
T3H06	Rating for Hypo. Soldier #06, Task 3	25	3.84	0.37	3.00	4.00
T3H07	Rating for Hypo. Soldier #07, Task 3	25	3.88	0.33	3.00	4.00
T3H08	Rating for Hypo. Soldier #08, Task 3	25	3.88	0.33	3.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	25	3.88	0.33	3.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	25	3.88	0.33	3.00	4.00
T3M	Minimum % Go for Task 3, Marginal	24	70.08	12.10	50.00	100.00
T3A	Minimum % Go for Task 3, Acceptable	24	83.21	8.88	70.00	100.00
T3O	Minimum % Go for Task 3, Outstanding	24	95.04	5.90	75.00	100.00

Task-Based Standard Setting--Detailed  
 Descriptive Statistics  
 (by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=16S FMCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=2 -----						
OAH01	Rating for Hypo. Soldier #01, Overall	26	1.00	0.00	1.00	1.00
OAH02	Rating for Hypo. Soldier #02, Overall	26	1.00	0.00	1.00	1.00
OAH03	Rating for Hypo. Soldier #03, Overall	26	1.04	0.20	1.00	2.00
OAH04	Rating for Hypo. Soldier #04, Overall	26	1.19	0.40	1.00	2.00
OAH05	Rating for Hypo. Soldier #05, Overall	26	1.46	0.65	1.00	3.00
OAH06	Rating for Hypo. Soldier #06, Overall	26	1.85	0.78	1.00	3.00
OAH07	Rating for Hypo. Soldier #07, Overall	26	2.31	0.79	1.00	3.00
OAH08	Rating for Hypo. Soldier #08, Overall	26	2.46	0.90	1.00	4.00
OAH09	Rating for Hypo. Soldier #09, Overall	26	2.88	0.86	1.00	4.00
OAH10	Rating for Hypo. Soldier #10, Overall	26	3.19	0.85	1.00	4.00
OAM	Minimum % Go for Marginal, Overall	24	69.96	12.75	50.00	100.00
OAA	Minimum % Go for Acceptable, Overall	24	83.50	9.54	70.00	100.00
OAO	Minimum % Go for Outstanding, Overall	24	94.58	5.72	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=19K FMCODE=02: Operate Crew-served Weapons Prepost: Pre-delphi vs. Post-delphi=1 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	36	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	36	1.03	0.17	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	36	1.03	0.17	1.00	2.00
T1H04	Rating for Hypo. Soldier #04, Task 1	36	1.11	0.40	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	36	1.11	0.40	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	36	1.33	0.63	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	36	1.33	0.63	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	36	1.33	0.63	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	36	2.33	0.76	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	36	3.00	0.72	1.00	4.00
T1M	Minimum % Go for Task 1, Marginal	31	59.35	18.51	10.00	85.00
T1A	Minimum % Go for Task 1, Acceptable	31	76.13	17.71	25.00	100.00
T1O	Minimum % Go for Task 1, Outstanding	31	90.26	12.42	50.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	36	1.00	0.00	1.00	1.00
T2H02	Rating for Hypo. Soldier #02, Task 2	36	1.03	0.17	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	36	1.19	0.47	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	36	1.44	0.77	1.00	4.00
T2H05	Rating for Hypo. Soldier #05, Task 2	36	1.44	0.77	1.00	4.00
T2H06	Rating for Hypo. Soldier #06, Task 2	36	1.83	0.91	1.00	4.00
T2H07	Rating for Hypo. Soldier #07, Task 2	36	2.22	1.07	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	36	2.22	1.07	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	36	2.22	1.07	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	36	3.81	0.40	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	31	63.23	20.87	10.00	100.00
T2A	Minimum % Go for Task 2, Acceptable	31	79.16	16.32	40.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	31	92.65	10.48	50.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	35	1.09	0.28	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	35	1.31	0.58	1.00	3.00
T3H03	Rating for Hypo. Soldier #03, Task 3	35	1.40	0.65	1.00	3.00
T3H04	Rating for Hypo. Soldier #04, Task 3	35	1.40	0.65	1.00	3.00
T3H05	Rating for Hypo. Soldier #05, Task 3	35	1.54	0.74	1.00	4.00
T3H06	Rating for Hypo. Soldier #06, Task 3	35	1.83	0.92	1.00	4.00
T3H07	Rating for Hypo. Soldier #07, Task 3	35	2.00	0.94	1.00	4.00
T3H08	Rating for Hypo. Soldier #08, Task 3	35	2.54	0.92	1.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	35	3.00	0.94	1.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	35	3.29	0.86	1.00	4.00
T3M	Minimum % Go for Task 3, Marginal	31	64.81	19.40	10.00	97.00
T3A	Minimum % Go for Task 3, Acceptable	31	79.58	15.47	30.00	100.00
T3O	Minimum % Go for Task 3, Outstanding	31	92.23	9.38	60.00	100.00
T4H01	Rating for Hypo. Soldier #01, Task 4	35	1.00	0.00	1.00	1.00
T4H02	Rating for Hypo. Soldier #02, Task 4	35	1.03	0.17	1.00	2.00
T4H03	Rating for Hypo. Soldier #03, Task 4	35	1.20	0.47	1.00	3.00
T4H04	Rating for Hypo. Soldier #04, Task 4	35	1.20	0.47	1.00	3.00
T4H05	Rating for Hypo. Soldier #05, Task 4	35	1.43	0.70	1.00	3.00
T4H06	Rating for Hypo. Soldier #06, Task 4	35	1.43	0.70	1.00	3.00
T4H07	Rating for Hypo. Soldier #07, Task 4	35	1.49	0.78	1.00	4.00
T4H08	Rating for Hypo. Soldier #08, Task 4	35	1.89	0.87	1.00	4.00
T4H09	Rating for Hypo. Soldier #09, Task 4	35	2.40	1.06	1.00	4.00
T4H10	Rating for Hypo. Soldier #10, Task 4	35	2.51	1.07	1.00	4.00
T4M	Minimum % Go for Task 4, Marginal	31	64.19	19.33	10.00	100.00
T4A	Minimum % Go for Task 4, Acceptable	31	79.68	14.58	40.00	100.00
T4O	Minimum % Go for Task 4, Outstanding	31	92.10	8.63	65.00	100.00

Task-Based Statistics: Setting--Detailed  
 Descriptive Statistics  
 (by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=19K FMCODE=02: Operate Crew-served Weapons Prepost: Pre-delphi vs. Post-delphi=1 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	37	1.05	0.23	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	37	1.11	0.39	1.00	3.00
QAH03	Rating for Hypo. Soldier #03, Overall	37	1.30	0.57	1.00	3.00
QAH04	Rating for Hypo. Soldier #04, Overall	37	1.43	0.73	1.00	4.00
QAH05	Rating for Hypo. Soldier #05, Overall	37	1.46	0.73	1.00	4.00
QAH06	Rating for Hypo. Soldier #06, Overall	37	1.68	0.91	1.00	4.00
QAH07	Rating for Hypo. Soldier #07, Overall	37	2.00	0.97	1.00	4.00
QAH08	Rating for Hypo. Soldier #08, Overall	37	2.22	1.00	1.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	37	2.51	0.90	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	37	3.19	0.81	1.00	4.00
OAM	Minimum % Go for Marginal, Overall	31	65.13	16.37	20.00	88.00
OAA	Minimum % Go for Acceptable, Overall	31	79.87	13.77	45.00	100.00
OAC	Minimum % Go for Outstanding, Overall	31	92.26	8.90	65.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=19K FMCODE=08: Inspect/Repair/Maintain Mech Sys Prepost: Pre-delphi vs. Post-delphi=1 ---						
T1H01	Rating for Hypo. Soldier #01, Task 1	35	2.09	1.01	1.00	4.00
T1H02	Rating for Hypo. Soldier #02, Task 1	35	2.09	1.01	1.00	4.00
T1H03	Rating for Hypo. Soldier #03, Task 1	35	2.09	1.01	1.00	4.00
T1H04	Rating for Hypo. Soldier #04, Task 1	35	2.09	1.01	1.00	4.00
T1H05	Rating for Hypo. Soldier #05, Task 1	35	2.09	1.01	1.00	4.00
T1H06	Rating for Hypo. Soldier #06, Task 1	35	2.09	1.01	1.00	4.00
T1H07	Rating for Hypo. Soldier #07, Task 1	35	2.40	0.95	1.00	4.00
T1H08	Rating for Hypo. Soldier #08, Task 1	35	2.40	0.95	1.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	35	2.77	1.06	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	35	3.37	0.73	1.00	4.00
T1M	Minimum % Go for Task 1, Marginal	28	71.43	17.32	20.00	95.00
T1A	Minimum % Go for Task 1, Acceptable	28	83.14	13.73	35.00	100.00
T1O	Minimum % Go for Task 1, Outstanding	28	93.11	9.34	60.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	8	1.63	0.92	1.00	3.00
T2H02	Rating for Hypo. Soldier #02, Task 2	8	1.75	1.16	1.00	4.00
T2H03	Rating for Hypo. Soldier #03, Task 2	8	1.88	1.36	1.00	4.00
T2H04	Rating for Hypo. Soldier #04, Task 2	8	1.88	1.36	1.00	4.00
T2H05	Rating for Hypo. Soldier #05, Task 2	8	1.88	1.36	1.00	4.00
T2H06	Rating for Hypo. Soldier #06, Task 2	8	1.88	1.36	1.00	4.00
T2H07	Rating for Hypo. Soldier #07, Task 2	8	2.00	1.31	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	8	2.00	1.31	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	8	2.00	1.31	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	8	2.50	1.20	1.00	4.00
T2M	Minimum % Go for Task 2, Marginal	29	69.66	18.37	20.00	92.00
T2A	Minimum % Go for Task 2, Acceptable	29	81.31	14.16	35.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	29	92.38	9.12	60.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	36	1.81	0.82	1.00	4.00
T3H02	Rating for Hypo. Soldier #02, Task 3	36	1.83	0.81	1.00	4.00
T3H03	Rating for Hypo. Soldier #03, Task 3	36	1.86	0.80	1.00	4.00
T3H04	Rating for Hypo. Soldier #04, Task 3	36	2.56	0.81	1.00	4.00
T3H05	Rating for Hypo. Soldier #05, Task 3	36	2.56	0.81	1.00	4.00
T3H06	Rating for Hypo. Soldier #06, Task 3	36	2.56	0.81	1.00	4.00
T3H07	Rating for Hypo. Soldier #07, Task 3	36	2.58	0.81	1.00	4.00
T3H08	Rating for Hypo. Soldier #08, Task 3	36	2.58	0.81	1.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	36	3.25	0.65	1.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	36	3.25	0.65	1.00	4.00
T3M	Minimum % Go for Task 3, Marginal	29	67.31	17.11	20.00	90.00
T3A	Minimum % Go for Task 3, Acceptable	29	79.34	13.18	35.00	95.00
T3O	Minimum % Go for Task 3, Outstanding	29	91.97	9.21	60.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=19K FMCODE=08: Inspect/Repair/Maintain Mech Sys Prepost: Pre-delphi vs. Post-delphi=1 ---						
QAH01	Rating for Hypo. Soldier #01, Overall	29	1.41	0.78	1.00	4.00
QAH02	Rating for Hypo. Soldier #02, Overall	29	1.59	0.78	1.00	4.00
QAH03	Rating for Hypo. Soldier #03, Overall	29	1.86	0.74	1.00	4.00
QAH04	Rating for Hypo. Soldier #04, Overall	29	2.14	0.92	1.00	4.00
QAH05	Rating for Hypo. Soldier #05, Overall	29	2.41	0.98	1.00	4.00
QAH06	Rating for Hypo. Soldier #06, Overall	29	2.45	0.99	1.00	4.00
QAH07	Rating for Hypo. Soldier #07, Overall	29	2.55	0.95	1.00	4.00
QAH08	Rating for Hypo. Soldier #08, Overall	29	2.86	1.06	1.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	29	3.00	1.00	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	29	3.34	0.77	1.00	4.00
OAM	Minimum % Go for Marginal, Overall	29	67.48	16.88	20.00	90.00
OAA	Minimum % Go for Acceptable, Overall	29	80.79	13.65	36.00	100.00
OAO	Minimum % Go for Outstanding, Overall	29	92.34	9.13	60.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=19K FMCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=1 ---						
T1H01	Rating for Hypo. Soldier #01, Task 1	35	1.09	0.28	1.00	2.00
T1H02	Rating for Hypo. Soldier #02, Task 1	35	1.26	0.66	1.00	3.00
T1H03	Rating for Hypo. Soldier #03, Task 1	35	1.63	0.77	1.00	4.00
T1H04	Rating for Hypo. Soldier #04, Task 1	35	1.63	0.77	1.00	4.00
T1H05	Rating for Hypo. Soldier #05, Task 1	35	1.66	0.76	1.00	4.00
T1H06	Rating for Hypo. Soldier #06, Task 1	35	1.66	0.76	1.00	4.00
T1H07	Rating for Hypo. Soldier #07, Task 1	35	2.46	0.92	1.00	4.00
T1H08	Rating for Hypo. Soldier #08, Task 1	35	2.46	0.92	1.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	35	2.51	0.89	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	35	3.09	0.89	1.00	4.00
T1M	Minimum % Go for Task 1, Marginal	29	66.59	18.03	20.00	100.00
T1A	Minimum % Go for Task 1, Acceptable	29	77.90	13.93	35.00	100.00
T1O	Minimum % Go for Task 1, Outstanding	29	90.83	10.81	60.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	35	1.23	0.60	1.00	3.00
T2H02	Rating for Hypo. Soldier #02, Task 2	35	1.23	0.60	1.00	3.00
T2H03	Rating for Hypo. Soldier #03, Task 2	35	1.29	0.67	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	35	1.60	0.81	1.00	4.00
T2H05	Rating for Hypo. Soldier #05, Task 2	35	1.63	0.84	1.00	4.00
T2H06	Rating for Hypo. Soldier #06, Task 2	35	1.63	0.84	1.00	4.00
T2H07	Rating for Hypo. Soldier #07, Task 2	35	1.63	0.84	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	35	2.17	0.95	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	35	2.66	1.06	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	35	2.71	1.10	1.00	4.00
T2M	Minimum % Go for Task 2, Marginal	30	68.13	19.03	26.00	100.00
T2A	Minimum % Go for Task 2, Acceptable	30	80.10	13.78	51.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	30	90.50	11.11	60.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	35	1.09	0.28	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	35	1.11	0.40	1.00	3.00
T3H03	Rating for Hypo. Soldier #03, Task 3	35	1.26	0.61	1.00	3.00
T3H04	Rating for Hypo. Soldier #04, Task 3	35	1.49	0.70	1.00	3.00
T3H05	Rating for Hypo. Soldier #05, Task 3	35	1.63	0.69	1.00	3.00
T3H06	Rating for Hypo. Soldier #06, Task 3	35	1.69	0.72	1.00	3.00
T3H07	Rating for Hypo. Soldier #07, Task 3	35	2.06	0.87	1.00	4.00
T3H08	Rating for Hypo. Soldier #08, Task 3	35	2.31	0.93	1.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	35	2.69	0.96	1.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	35	3.17	0.98	1.00	4.00
T3M	Minimum % Go for Task 3, Marginal	30	65.13	16.51	25.00	100.00
T3A	Minimum % Go for Task 3, Acceptable	30	77.97	12.89	40.00	100.00
T3O	Minimum % Go for Task 3, Outstanding	30	91.17	8.75	70.00	100.00

Task-Based Standard Set: Detailed  
 Descriptive Stat: 08  
 (by MOS, Dimension & Delphi Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=19K FMCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=1 ---						
QAH01	Rating for Hypo. Soldier #01, Overall	36	1.11	0.32	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	36	1.25	0.60	1.00	3.00
QAH03	Rating for Hypo. Soldier #03, Overall	36	1.50	0.77	1.00	4.00
QAH04	Rating for Hypo. Soldier #04, Overall	36	1.72	0.88	1.00	4.00
QAH05	Rating for Hypo. Soldier #05, Overall	36	1.86	0.90	1.00	4.00
QAH06	Rating for Hypo. Soldier #06, Overall	36	1.89	0.92	1.00	4.00
QAH07	Rating for Hypo. Soldier #07, Overall	36	2.14	0.87	1.00	4.00
QAH08	Rating for Hypo. Soldier #08, Overall	36	2.47	0.94	1.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	36	2.72	0.94	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	36	3.14	0.90	1.00	4.00
QAM	Minimum % Go for Marginal, Overall	30	68.10	15.69	26.00	100.00
QAA	Minimum % Go for Acceptable, Overall	30	79.53	11.94	51.00	100.00
QAO	Minimum % Go for Outstanding, Overall	30	91.10	8.67	64.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=19K FHCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=1 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	36	1.03	0.17	1.00	2.00
T1H02	Rating for Hypo. Soldier #02, Task 1	36	1.03	0.17	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	36	1.11	0.40	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	36	1.25	0.55	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	36	1.61	0.84	1.00	4.00
T1H06	Rating for Hypo. Soldier #06, Task 1	36	1.61	0.84	1.00	4.00
T1H07	Rating for Hypo. Soldier #07, Task 1	36	2.14	0.93	1.00	4.00
T1H08	Rating for Hypo. Soldier #08, Task 1	36	2.75	1.02	1.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	36	2.78	1.05	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	36	3.78	0.59	1.00	4.00
T1M	Minimum % Go for Task 1, Marginal	30	62.70	22.76	0.00	100.00
T1A	Minimum % Go for Task 1, Acceptable	30	79.53	15.07	35.00	100.00
T1O	Minimum % Go for Task 1, Outstanding	30	92.20	9.75	60.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	34	1.03	0.17	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	34	1.06	0.24	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	34	1.15	0.50	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	34	1.50	0.71	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	34	1.50	0.71	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	34	2.65	0.95	1.00	4.00
T2H07	Rating for Hypo. Soldier #07, Task 2	34	2.65	0.95	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	34	2.68	0.94	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	34	3.74	0.62	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	34	3.74	0.62	1.00	4.00
T2M	Minimum % Go for Task 2, Marginal	29	65.55	22.47	10.00	100.00
T2A	Minimum % Go for Task 2, Acceptable	29	79.59	16.99	40.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	29	92.34	12.38	45.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	29	1.21	0.56	1.00	3.00
T3H02	Rating for Hypo. Soldier #02, Task 3	29	1.93	0.88	1.00	3.00
T3H03	Rating for Hypo. Soldier #03, Task 3	29	2.38	1.08	1.00	4.00
T3H04	Rating for Hypo. Soldier #04, Task 3	29	2.69	1.14	1.00	4.00
T3H05	Rating for Hypo. Soldier #05, Task 3	29	2.69	1.14	1.00	4.00
T3H06	Rating for Hypo. Soldier #06, Task 3	29	3.83	0.38	3.00	4.00
T3H07	Rating for Hypo. Soldier #07, Task 3	29	3.83	0.38	3.00	4.00
T3H08	Rating for Hypo. Soldier #08, Task 3	29	3.83	0.38	3.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	29	3.83	0.38	3.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	29	3.83	0.38	3.00	4.00
T3M	Minimum % Go for Task 3, Marginal	31	66.45	24.85	0.00	100.00
T3A	Minimum % Go for Task 3, Acceptable	31	81.61	14.47	50.00	100.00
T3O	Minimum % Go for Task 3, Outstanding	31	94.03	9.62	60.00	100.00

Task-Based Standard Setting--Detailed  
 Descriptive Statistics  
 (by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=19K FMCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=1 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	32	1.03	0.18	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	32	1.09	0.39	1.00	3.00
QAH03	Rating for Hypo. Soldier #03, Overall	32	1.16	0.45	1.00	3.00
QAH04	Rating for Hypo. Soldier #04, Overall	32	1.44	0.67	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	32	1.47	0.72	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	32	2.13	0.83	1.00	4.00
QAH07	Rating for Hypo. Soldier #07, Overall	32	2.41	0.76	1.00	4.00
QAH08	Rating for Hypo. Soldier #08, Overall	32	2.59	0.80	1.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	32	3.25	0.92	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	32	3.47	0.92	1.00	4.00
QAM	Minimum % Go for Marginal, Overall	31	65.65	20.00	15.00	100.00
QAA	Minimum % Go for Acceptable, Overall	31	77.87	16.11	35.00	100.00
QAO	Minimum % Go for Outstanding, Overall	31	89.81	11.41	60.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=19K FMCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=2 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	15	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	15	1.00	0.00	1.00	1.00
T1H03	Rating for Hypo. Soldier #03, Task 1	15	1.00	0.00	1.00	1.00
T1H04	Rating for Hypo. Soldier #04, Task 1	15	1.00	0.00	1.00	1.00
T1H05	Rating for Hypo. Soldier #05, Task 1	15	1.20	0.41	1.00	2.00
T1H06	Rating for Hypo. Soldier #06, Task 1	15	1.27	0.46	1.00	2.00
T1H07	Rating for Hypo. Soldier #07, Task 1	15	1.87	0.64	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	15	2.27	0.88	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	15	2.27	0.88	1.00	3.00
T1H10	Rating for Hypo. Soldier #10, Task 1	15	3.33	0.90	1.00	4.00
T1M	Minimum % Go for Task 1, Marginal	14	76.43	15.12	50.00	100.00
T1A	Minimum % Go for Task 1, Acceptable	14	87.86	11.39	65.00	100.00
T1O	Minimum % Go for Task 1, Outstanding	14	95.00	8.55	70.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	13	1.00	0.00	1.00	1.00
T2H02	Rating for Hypo. Soldier #02, Task 2	13	1.00	0.00	1.00	1.00
T2H03	Rating for Hypo. Soldier #03, Task 2	13	1.00	0.00	1.00	1.00
T2H04	Rating for Hypo. Soldier #04, Task 2	13	1.00	0.00	1.00	1.00
T2H05	Rating for Hypo. Soldier #05, Task 2	13	1.00	0.00	1.00	1.00
T2H06	Rating for Hypo. Soldier #06, Task 2	13	2.38	0.87	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	13	2.46	0.97	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	13	2.46	0.97	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	13	3.62	0.51	3.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	13	3.62	0.51	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	14	78.21	13.24	60.00	100.00
T2A	Minimum % Go for Task 2, Acceptable	14	88.21	10.67	70.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	14	95.71	6.46	80.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	14	1.00	0.00	1.00	1.00
T3H02	Rating for Hypo. Soldier #02, Task 3	14	1.57	0.65	1.00	3.00
T3H03	Rating for Hypo. Soldier #03, Task 3	14	2.07	0.83	1.00	3.00
T3H04	Rating for Hypo. Soldier #04, Task 3	14	2.43	1.09	1.00	4.00
T3H05	Rating for Hypo. Soldier #05, Task 3	14	2.43	1.09	1.00	4.00
T3H06	Rating for Hypo. Soldier #06, Task 3	14	3.64	0.50	3.00	4.00
T3H07	Rating for Hypo. Soldier #07, Task 3	14	3.64	0.50	3.00	4.00
T3H08	Rating for Hypo. Soldier #08, Task 3	14	3.64	0.50	3.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	14	3.64	0.50	3.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	14	3.64	0.50	3.00	4.00
T3M	Minimum % Go for Task 3, Marginal	13	80.00	12.42	70.00	100.00
T3A	Minimum % Go for Task 3, Acceptable	13	89.62	9.67	80.00	100.00
T3O	Minimum % Go for Task 3, Outstanding	13	96.54	5.55	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=19K FMCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=2 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	14	1.00	0.00	1.00	1.00
QAH02	Rating for Hypo. Soldier #02, Overall	14	1.00	0.00	1.00	1.00
QAH03	Rating for Hypo. Soldier #03, Overall	14	1.00	0.00	1.00	1.00
QAH04	Rating for Hypo. Soldier #04, Overall	14	1.00	0.00	1.00	1.00
QAH05	Rating for Hypo. Soldier #05, Overall	14	1.00	0.00	1.00	1.00
QAH06	Rating for Hypo. Soldier #06, Overall	14	1.29	0.47	1.00	2.00
QAH07	Rating for Hypo. Soldier #07, Overall	14	1.64	0.74	1.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	14	1.86	0.77	1.00	3.00
QAH09	Rating for Hypo. Soldier #09, Overall	14	2.29	0.91	1.00	3.00
QAH10	Rating for Hypo. Soldier #10, Overall	14	2.43	1.09	1.00	4.00
OAM	Minimum % Go for Marginal, Overall	13	81.92	13.47	70.00	100.00
OAA	Minimum % Go for Acceptable, Overall	13	90.77	10.17	75.00	100.00
OAO	Minimum % Go for Outstanding, Overall	13	96.92	6.30	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=67N FMCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=1 ---						
T1H01	Rating for Hypo. Soldier #01, Task 1	11	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	11	1.00	0.00	1.00	1.00
T1H03	Rating for Hypo. Soldier #03, Task 1	11	1.27	0.47	1.00	2.00
T1H04	Rating for Hypo. Soldier #04, Task 1	11	1.64	0.67	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	11	1.64	0.67	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	11	1.64	0.67	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	11	1.64	0.67	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	11	2.55	0.82	1.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	11	3.18	0.87	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	11	3.18	0.87	1.00	4.00
T1M	Minimum score for Task 1, Marginal	10	62.80	10.83	40.00	75.00
T1A	Minimum score for Task 1, Acceptable	10	73.50	8.40	60.00	85.00
T1O	Minimum score for Task 1, Outstanding	10	86.70	6.24	70.00	90.00
T2H01	Rating for Hypo. Soldier #01, Task 2	11	1.09	0.30	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	11	1.09	0.30	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	11	1.45	0.52	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	11	2.27	0.65	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	11	2.27	0.65	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	11	2.45	0.69	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	11	2.82	0.75	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	11	2.82	0.75	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	11	3.18	0.87	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	11	3.73	0.90	1.00	4.00
T2M	Minimum score for Task 2, Marginal	10	64.30	9.19	40.00	71.00
T2A	Minimum score for Task 2, Acceptable	10	74.40	6.88	60.00	85.00
T2O	Minimum score for Task 2, Outstanding	10	86.50	6.74	70.00	94.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=67N FMCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=1 ...						
QAH01	Rating for Hypo. Soldier #01, Overall	11	1.00	0.00	1.00	1.00
QAH02	Rating for Hypo. Soldier #02, Overall	11	1.00	0.00	1.00	1.00
QAH03	Rating for Hypo. Soldier #03, Overall	11	1.09	0.30	1.00	2.00
QAH04	Rating for Hypo. Soldier #04, Overall	11	1.18	0.40	1.00	2.00
QAH05	Rating for Hypo. Soldier #05, Overall	11	1.64	0.67	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	11	1.64	0.67	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	11	2.73	0.47	2.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	11	2.73	0.47	2.00	3.00
QAH09	Rating for Hypo. Soldier #09, Overall	11	3.18	0.40	3.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	11	3.91	0.30	3.00	4.00
QAM	Minimum for Marginal, Overall	10	64.40	7.56	45.00	70.00
QAA	Minimum for Acceptable, Overall	10	74.60	8.07	55.00	85.00
QAO	Minimum for Outstanding, Overall	10	86.50	7.93	65.00	92.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=67N FMCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=2 ---						
T1H01	Rating for po. Soldier #01, Task 1	12	1.00	0.00	1.00	1.00
T1H02	Rating for po. Soldier #02, Task 1	12	1.00	0.00	1.00	1.00
T1H03	Rating for po. Soldier #03, Task 1	12	1.25	0.45	1.00	2.00
T1H04	Rating for po. Soldier #04, Task 1	12	2.00	0.43	1.00	3.00
T1H05	Rating for po. Soldier #05, Task 1	12	2.00	0.43	1.00	3.00
T1H06	Rating for po. Soldier #06, Task 1	12	2.00	0.43	1.00	3.00
T1H07	Rating for po. Soldier #07, Task 1	12	2.00	0.43	1.00	3.00
T1H08	Rating for po. Soldier #08, Task 1	12	2.92	0.29	2.00	3.00
T1H09	Rating for po. Soldier #09, Task 1	12	3.33	0.49	3.00	4.00
T1H10	Rating for po. Soldier #10, Task 1	12	3.33	0.49	3.00	4.00
T1M	Minimum for Task 1, Marginal	12	61.17	7.60	40.00	70.00
T1A	Minimum for Task 1, Acceptable	12	74.08	4.17	70.00	80.00
T1O	Minimum for Task 1, Outstanding	12	88.42	3.06	80.00	90.00
T2H01	Rating for po. Soldier #01, Task 2	11	1.00	0.00	1.00	1.00
T2H02	Rating for po. Soldier #02, Task 2	11	1.27	0.65	1.00	3.00
T2H03	Rating for po. Soldier #03, Task 2	11	2.00	0.45	1.00	3.00
T2H04	Rating for po. Soldier #04, Task 2	11	2.55	0.52	2.00	3.00
T2H05	Rating for po. Soldier #05, Task 2	11	2.55	0.52	2.00	3.00
T2H06	Rating for po. Soldier #06, Task 2	11	2.82	0.40	2.00	3.00
T2H07	Rating for po. Soldier #07, Task 2	11	3.18	0.40	3.00	4.00
T2H08	Rating for po. Soldier #08, Task 2	11	3.18	0.40	3.00	4.00
T2H09	Rating for po. Soldier #09, Task 2	11	3.36	0.50	3.00	4.00
T2H10	Rating for po. Soldier #10, Task 2	11	4.00	0.00	4.00	4.00
T2M	Minimum for Task 2, Marginal	12	62.75	5.79	50.00	70.00
T2A	Minimum for Task 2, Acceptable	12	74.17	4.17	70.00	80.00
T2O	Minimum for Task 2, Outstanding	12	88.83	3.59	80.00	90.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. 1557N FMCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=2 ...						
QAH01	Rating	12	1.08	0.29	1.00	2.00
QAH02	Rating	12	1.08	0.29	1.00	2.00
QAH03	Rating	12	1.25	0.45	1.00	2.00
QAH04	Rating	12	1.33	0.65	1.00	3.00
QAH05	Rating	12	2.08	0.51	1.00	3.00
QAH06	Rating	12	2.08	0.51	1.00	3.00
QAH07	Rating	12	2.75	0.45	2.00	3.00
QAH08	Rating	12	2.83	0.39	2.00	3.00
QAH09	Rating	12	3.25	0.45	3.00	4.00
QAH10	Rating	12	4.00	0.00	4.00	4.00
QAM	Minimum	12	65.00	6.28	60.00	80.00
QAA	Minimum	12	75.17	5.04	70.00	85.00
QAO	Minimum	12	90.00	3.69	80.00	95.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=67N FMCODE=08: Inspect/Repair/Maintain Mech Sys Prepos.: Pre-delphi vs. Post-delphi=1 ---						
T1H01	Rating for Hypo. Soldier #01, Task 1	13	2.62	0.51	2.00	3.00
T1H02	Rating for Hypo. Soldier #02, Task 1	13	2.62	0.51	2.00	3.00
T1H03	Rating for Hypo. Soldier #03, Task 1	13	2.62	0.51	2.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	13	2.62	0.51	2.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	13	2.62	0.51	2.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	13	2.69	0.48	2.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	13	2.92	0.28	2.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	13	2.92	0.28	2.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	13	3.46	0.66	2.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	13	3.69	0.48	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	17	69.94	6.85	60.00	80.00
T1A	Minimum % Go for Task 1, Acceptable	17	80.06	6.49	70.00	95.00
T1O	Minimum % Go for Task 1, Outstanding	17	92.47	3.39	90.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	2	1.00	0.00	1.00	1.00
T2H02	Rating for Hypo. Soldier #02, Task 2	2	2.00	1.41	1.00	3.00
T2H03	Rating for Hypo. Soldier #03, Task 2	2	2.00	1.41	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	2	2.00	1.41	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	2	2.00	1.41	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	2	2.50	0.71	2.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	2	3.00	0.00	3.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	2	3.00	0.00	3.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	2	3.00	0.00	3.00	3.00
T2H10	Rating for Hypo. Soldier #10, Task 2	2	3.00	0.00	3.00	3.00
T2M	Minimum % Go for Task 2, Marginal	17	69.76	6.72	60.00	80.00
T2A	Minimum % Go for Task 2, Acceptable	17	80.06	6.68	70.00	95.00
T2O	Minimum % Go for Task 2, Outstanding	17	91.71	3.10	88.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	17	1.88	0.49	1.00	3.00
T3H02	Rating for Hypo. Soldier #02, Task 3	17	1.88	0.49	1.00	3.00
T3H03	Rating for Hypo. Soldier #03, Task 3	17	1.88	0.49	1.00	3.00
T3H04	Rating for Hypo. Soldier #04, Task 3	17	2.76	0.56	1.00	3.00
T3H05	Rating for Hypo. Soldier #05, Task 3	17	2.82	0.39	2.00	3.00
T3H06	Rating for Hypo. Soldier #06, Task 3	17	2.82	0.39	2.00	3.00
T3H07	Rating for Hypo. Soldier #07, Task 3	17	2.82	0.39	2.00	3.00
T3H08	Rating for Hypo. Soldier #08, Task 3	17	2.82	0.39	2.00	3.00
T3H09	Rating for Hypo. Soldier #09, Task 3	17	3.65	0.49	3.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	17	3.65	0.49	3.00	4.00
T3M	Minimum % Go for Task 3, Marginal	17	71.00	5.56	60.00	85.00
T3A	Minimum % Go for Task 3, Acceptable	17	80.65	5.75	70.00	95.00
T3O	Minimum % Go for Task 3, Outstanding	17	91.35	2.78	90.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=67N FMCODE=08: Inspect/Repair/Maintain Mech Sys Prepost: Pre-delphi vs. Post-delphi=1 ...						
QAH01	Rating for Hypo. Soldier #01, Overall	18	1.22	0.43	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	18	1.61	0.61	1.00	3.00
QAH03	Rating for Hypo. Soldier #03, Overall	18	2.11	0.58	1.00	3.00
QAH04	Rating for Hypo. Soldier #04, Overall	18	2.33	0.59	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	18	2.83	0.38	2.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	18	2.83	0.38	2.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	18	2.94	0.24	2.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	18	3.39	0.61	2.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	18	3.72	0.57	2.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	18	3.83	0.38	3.00	4.00
QAM	Minimum % Go for Marginal, Overall	17	70.12	5.82	60.00	80.00
QAA	Minimum % Go for Acceptable, Overall	17	80.41	6.53	70.00	94.00
QAO	Minimum % Go for Outstanding, Overall	17	91.65	2.26	90.00	96.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=67N FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=1 ----						
T1H01	Rating for Hypo. Soldier #01, Task 1	36	1.03	0.17	1.00	2.00
T1H02	Rating for Hypo. Soldier #02, Task 1	36	1.06	0.23	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	36	1.28	0.51	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	36	1.81	0.58	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	36	1.81	0.58	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	36	1.81	0.58	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	36	1.83	0.56	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	36	2.69	0.52	2.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	36	3.33	0.53	2.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	36	3.33	0.53	2.00	4.00
T1M	Minimum % Go for Task 1, Marginal	35	62.26	9.31	38.00	85.00
T1A	Minimum % Go for Task 1, Acceptable	35	75.83	6.29	63.00	90.00
T1O	Minimum % Go for Task 1, Outstanding	35	91.14	4.11	84.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	36	1.08	0.28	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	36	1.28	0.45	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	36	1.69	0.58	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	36	2.28	0.61	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	36	2.31	0.62	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	36	2.64	0.59	1.00	4.00
T2H07	Rating for Hypo. Soldier #07, Task 2	36	2.89	0.52	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	36	2.89	0.52	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	36	3.28	0.51	2.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	36	3.75	0.44	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	35	64.71	7.58	50.00	88.00
T2A	Minimum % Go for Task 2, Acceptable	35	76.71	6.21	70.00	94.00
T2O	Minimum % Go for Task 2, Outstanding	35	91.54	3.57	85.00	100.00

Task-Based Standard Setting--Detailed  
 Descriptive Statistics  
 (by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=67N FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=1 ----						
QAH01	Rating for Hypo. Soldier #01, Overall	36	1.08	0.28	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	36	1.11	0.32	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	36	1.31	0.52	1.00	3.00
QAH04	Rating for Hypo. Soldier #04, Overall	36	1.47	0.61	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	36	1.72	0.57	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	36	1.89	0.62	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	36	2.44	0.69	1.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	36	2.72	0.45	2.00	3.00
QAH09	Rating for Hypo. Soldier #09, Overall	36	3.00	0.48	2.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	36	3.67	0.48	3.00	4.00
QAM	Minimum % Go for Marginal, Overall	35	63.43	8.04	47.00	82.00
QAA	Minimum % Go for Acceptable, Overall	35	75.49	7.17	58.00	90.00
QAO	Minimum % Go for Outstanding, Overall	35	91.09	3.81	83.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=67N FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=2 ----						
T1H01	Rating for Hypo. Soldier #01, Task 1	20	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	20	1.00	0.00	1.00	1.00
T1H03	Rating for Hypo. Soldier #03, Task 1	20	1.25	0.55	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	20	1.65	0.67	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	20	1.65	0.67	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	20	1.65	0.67	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	20	1.65	0.67	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	20	2.55	0.60	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	20	3.20	0.52	2.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	20	3.20	0.52	2.00	4.00
T1M	Minimum % Go for Task 1, Marginal	20	60.70	16.81	0.00	86.00
T1A	Minimum % Go for Task 1, Acceptable	20	75.25	6.88	60.00	92.00
T1O	Minimum % Go for Task 1, Outstanding	20	89.65	4.49	80.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	20	1.05	0.22	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	20	1.25	0.55	1.00	3.00
T2H03	Rating for Hypo. Soldier #03, Task 2	20	1.75	0.64	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	20	2.30	0.66	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	20	2.30	0.66	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	20	2.55	0.60	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	20	2.90	0.55	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	20	2.90	0.55	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	20	3.15	0.49	2.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	20	3.80	0.41	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	20	65.65	7.69	50.00	86.00
T2A	Minimum % Go for Task 2, Acceptable	20	75.75	6.73	65.00	92.00
T2O	Minimum % Go for Task 2, Outstanding	20	90.45	3.98	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=67N FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=2 ----						
QAH01	Rating for Hypo. Soldier #01, Overall	20	1.05	0.22	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	20	1.05	0.22	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	20	1.25	0.55	1.00	3.00
QAH04	Rating for Hypo. Soldier #04, Overall	20	1.45	0.60	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	20	1.60	0.68	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	20	1.85	0.67	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	20	2.40	0.68	1.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	20	2.65	0.59	1.00	3.00
QAH09	Rating for Hypo. Soldier #09, Overall	20	2.90	0.64	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	20	3.65	0.49	3.00	4.00
QAM	Minimum % Go for Marginal, Overall	20	64.50	9.20	50.00	86.00
QAA	Minimum % Go for Acceptable, Overall	20	74.80	7.97	60.00	92.00
QAO	Minimum % Go for Outstanding, Overall	20	90.55	4.02	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=76Y FMCODE=16: Operate Keyboard/Type Prepost: Pre-delphi vs. Post-delphi=1 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	13	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	13	1.00	0.00	1.00	1.00
T1H03	Rating for Hypo. Soldier #03, Task 1	13	1.15	0.38	1.00	2.00
T1H04	Rating for Hypo. Soldier #04, Task 1	13	1.62	0.51	1.00	2.00
T1H05	Rating for Hypo. Soldier #05, Task 1	13	2.46	0.66	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	13	2.54	0.66	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	13	2.62	0.65	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	13	2.62	0.65	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	13	2.92	0.64	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	13	3.77	0.44	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	12	64.17	10.84	50.00	90.00
T1A	Minimum % Go for Task 1, Acceptable	12	75.83	9.25	65.00	100.00
T1O	Minimum % Go for Task 1, Outstanding	12	90.83	5.15	80.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	13	1.00	0.00	1.00	1.00
T2H02	Rating for Hypo. Soldier #02, Task 2	13	1.15	0.38	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	13	1.15	0.38	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	13	1.69	0.48	1.00	2.00
T2H05	Rating for Hypo. Soldier #05, Task 2	13	1.69	0.48	1.00	2.00
T2H06	Rating for Hypo. Soldier #06, Task 2	13	1.85	0.38	1.00	2.00
T2H07	Rating for Hypo. Soldier #07, Task 2	13	1.92	0.49	1.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	13	2.62	0.65	1.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	13	2.62	0.65	1.00	3.00
T2H10	Rating for Hypo. Soldier #10, Task 2	13	2.77	0.73	1.00	4.00
T2M	Minimum % Go for Task 2, Marginal	12	63.33	9.85	50.00	90.00
T2A	Minimum % Go for Task 2, Acceptable	12	75.42	10.10	65.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	12	90.25	6.80	75.00	100.00

Task-Based Standard Setting--Detailed  
 Descriptive Statistics  
 (by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=76Y FMCODE=16: Operate Keyboard/Type Prepost: Pre-delphi vs. Post-delphi=1 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	13	1.00	0.00	1.00	1.00
QAH02	Rating for Hypo. Soldier #02, Overall	13	1.15	0.38	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	13	1.46	0.52	1.00	2.00
QAH04	Rating for Hypo. Soldier #04, Overall	13	1.77	0.44	1.00	2.00
QAH05	Rating for Hypo. Soldier #05, Overall	13	1.92	0.28	1.00	2.00
QAH06	Rating for Hypo. Soldier #06, Overall	13	2.46	0.66	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	13	2.54	0.66	1.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	13	2.77	0.73	1.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	13	2.77	0.73	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	13	3.08	0.76	1.00	4.00
QAM	Minimum % Go for Marginal, Overall	12	63.75	9.56	50.00	90.00
QAA	Minimum % Go for Acceptable, Overall	12	76.08	8.50	70.00	100.00
QAO	Minimum % Go for Outstanding, Overall	12	90.17	5.24	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=76Y FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=1 ----						
T1H01	Rating for Hypo. Soldier #01, Task 1	38	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	38	1.05	0.23	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	38	1.26	0.50	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	38	1.74	0.60	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	38	1.76	0.59	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	38	1.76	0.59	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	38	1.79	0.58	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	38	2.61	0.55	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	38	3.21	0.53	2.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	38	3.21	0.53	2.00	4.00
T1M	Minimum % Go for Task 1, Marginal	36	62.81	9.02	38.00	80.00
T1A	Minimum % Go for Task 1, Acceptable	36	75.19	7.61	50.00	90.00
T1O	Minimum % Go for Task 1, Outstanding	36	90.56	4.90	80.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	36	1.08	0.28	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	36	1.19	0.40	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	36	1.72	0.45	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	36	2.28	0.66	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	36	2.28	0.66	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	36	2.58	0.55	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	36	2.94	0.33	2.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	36	2.94	0.33	2.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	36	3.17	0.51	2.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	36	3.78	0.42	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	35	65.91	6.16	50.00	80.00
T2A	Minimum % Go for Task 2, Acceptable	35	76.74	5.52	70.00	90.00
T2O	Minimum % Go for Task 2, Outstanding	35	91.74	4.63	82.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=76Y FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=1 ----						
QAH01	Rating for Hypo. Soldier #01, Overall	38	1.03	0.16	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	38	1.11	0.31	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	38	1.24	0.49	1.00	3.00
QAH04	Rating for Hypo. Soldier #04, Overall	38	1.34	0.58	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	38	1.74	0.60	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	38	1.92	0.67	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	38	2.42	0.64	1.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	38	2.68	0.53	1.00	3.00
QAH09	Rating for Hypo. Soldier #09, Overall	38	2.97	0.37	2.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	38	3.66	0.48	3.00	4.00
QAM	Minimum % Go for Marginal, Overall	36	65.11	7.43	47.00	80.00
QAA	Minimum % Go for Acceptable, Overall	36	76.33	5.99	65.00	90.00
QAO	Minimum % Go for Outstanding, Overall	36	91.28	4.33	82.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=76Y FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-Delphi=2 ---						
T1H01	Rating for Hypo. Soldier #01, Task 1	15	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	15	1.00	0.00	1.00	1.00
T1H03	Rating for Hypo. Soldier #03, Task 1	15	1.00	0.00	1.00	1.00
T1H04	Rating for Hypo. Soldier #04, Task 1	15	1.47	0.52	1.00	2.00
T1H05	Rating for Hypo. Soldier #05, Task 1	15	1.47	0.52	1.00	2.00
T1H06	Rating for Hypo. Soldier #06, Task 1	15	1.47	0.52	1.00	2.00
T1H07	Rating for Hypo. Soldier #07, Task 1	15	1.53	0.52	1.00	2.00
T1H08	Rating for Hypo. Soldier #08, Task 1	15	2.47	0.64	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	15	3.00	0.00	3.00	3.00
T1H10	Rating for Hypo. Soldier #10, Task 1	15	3.00	0.00	3.00	3.00
T1M	Minimum % Go for Task 1, Marginal	13	67.46	6.06	60.00	80.00
T1A	Minimum % Go for Task 1, Acceptable	13	79.15	5.05	70.00	88.00
T10	Minimum % Go for Task 1, Outstanding	13	94.00	4.04	90.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	14	1.00	0.00	1.00	1.00
T2H02	Rating for Hypo. Soldier #02, Task 2	14	1.00	0.00	1.00	1.00
T2H03	Rating for Hypo. Soldier #03, Task 2	14	1.43	0.51	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	14	2.07	0.62	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	14	2.07	0.62	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	14	2.43	0.65	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	14	2.79	0.43	2.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	14	2.79	0.43	2.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	14	2.93	0.27	2.00	3.00
T2H10	Rating for Hypo. Soldier #10, Task 2	14	3.79	0.43	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	13	68.38	5.53	60.00	80.00
T2A	Minimum % Go for Task 2, Acceptable	13	78.62	5.24	70.00	90.00
T20	Minimum % Go for Task 2, Outstanding	13	93.08	4.70	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=76Y FNCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=2 ----						
OAH01	Rating for Hypo. Soldier #01, Overall	14	1.00	0.00	1.00	1.00
OAH02	Rating for Hypo. Soldier #02, Overall	14	1.00	0.00	1.00	1.00
OAH03	Rating for Hypo. Soldier #03, Overall	14	1.00	0.00	1.00	1.00
OAH04	Rating for Hypo. Soldier #04, Overall	14	1.21	0.43	1.00	2.00
OAH05	Rating for Hypo. Soldier #05, Overall	14	1.50	0.52	1.00	2.00
OAH06	Rating for Hypo. Soldier #06, Overall	14	1.50	0.52	1.00	2.00
OAH07	Rating for Hypo. Soldier #07, Overall	14	2.07	0.62	1.00	3.00
OAH08	Rating for Hypo. Soldier #08, Overall	14	2.57	0.65	1.00	3.00
OAH09	Rating for Hypo. Soldier #09, Overall	14	2.86	0.36	2.00	3.00
OAH10	Rating for Hypo. Soldier #10, Overall	14	3.50	0.52	3.00	4.00
OAM	Minimum % Go for Marginal, Overall	12	67.75	6.22	60.00	80.00
OAA	Minimum % Go for Acceptable, Overall	12	77.92	6.56	65.00	90.00
QAO	Minimum % Go for Outstanding, Overall	12	93.92	3.63	90.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=76Y FMCODE=19: Written Communication Prepost: Pre-delphi vs. Post-delphi=1 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	24	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	24	1.13	0.34	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	24	1.13	0.34	1.00	2.00
T1H04	Rating for Hypo. Soldier #04, Task 1	24	1.46	0.59	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	24	1.75	0.61	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	24	1.75	0.61	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	24	2.58	0.50	2.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	24	2.96	0.36	2.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	24	3.04	0.36	2.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	24	3.79	0.41	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	23	66.26	6.22	50.00	75.00
T1A	Minimum % Go for Task 1, Acceptable	23	77.43	7.95	50.00	90.00
T1O	Minimum % Go for Task 1, Outstanding	23	92.17	3.92	83.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	23	1.39	0.50	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	23	2.22	0.60	1.00	3.00
T2H03	Rating for Hypo. Soldier #03, Task 2	23	2.26	0.54	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	23	2.74	0.45	2.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	23	2.87	0.46	2.00	4.00
T2H06	Rating for Hypo. Soldier #06, Task 2	23	3.00	0.30	2.00	4.00
T2H07	Rating for Hypo. Soldier #07, Task 2	23	3.04	0.37	2.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	23	3.43	0.59	2.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	23	3.83	0.39	3.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	23	3.87	0.34	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	24	65.50	13.55	10.00	80.00
T2A	Minimum % Go for Task 2, Acceptable	24	77.75	11.56	30.00	90.00
T2O	Minimum % Go for Task 2, Outstanding	24	91.58	7.30	60.00	100.00

Task-Based Standard Setting--Detailed  
 Descriptive Statistics  
 (by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=76Y FMCODE=19: Written Communication Prepost: Pre-delphi vs. Post-delphi=1 -----						
OAH01	Rating for Hypo. Soldier #01, Overall	24	1.00	0.00	1.00	1.00
OAH02	Rating for Hypo. Soldier #02, Overall	24	1.29	0.46	1.00	2.00
OAH03	Rating for Hypo. Soldier #03, Overall	24	1.42	0.58	1.00	3.00
OAH04	Rating for Hypo. Soldier #04, Overall	24	2.13	0.61	1.00	3.00
OAH05	Rating for Hypo. Soldier #05, Overall	24	2.29	0.46	2.00	3.00
OAH06	Rating for Hypo. Soldier #06, Overall	24	2.38	0.49	2.00	3.00
OAH07	Rating for Hypo. Soldier #07, Overall	24	2.88	0.34	2.00	3.00
OAH08	Rating for Hypo. Soldier #08, Overall	24	3.00	0.29	2.00	4.00
OAH09	Rating for Hypo. Soldier #09, Overall	24	3.50	0.51	3.00	4.00
OAH10	Rating for Hypo. Soldier #10, Overall	24	3.88	0.34	3.00	4.00
OAM	Minimum % Go for Marginal, Overall	23	64.61	10.65	25.00	78.00
OAA	Minimum % Go for Acceptable, Overall	23	75.74	12.38	30.00	90.00
OAO	Minimum % Go for Outstanding, Overall	23	90.57	10.59	45.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=88M FMCODE=04: Navigate Prepost: Pre-delphi vs. Post-delphi=1 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	23	1.09	0.29	1.00	2.00
T1H02	Rating for Hypo. Soldier #02, Task 1	23	1.70	0.56	1.00	3.00
T1H03	Rating for Hypo. Soldier #03, Task 1	23	2.83	0.49	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	23	2.83	0.49	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	23	2.83	0.49	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	23	2.83	0.49	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	23	3.96	0.21	3.00	4.00
T1H08	Rating for Hypo. Soldier #08, Task 1	23	3.96	0.21	3.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	23	3.96	0.21	3.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	23	3.96	0.21	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	23	54.57	19.59	0.00	80.00
T1A	Minimum % Go for Task 1, Acceptable	23	71.09	17.71	0.00	85.00
T1O	Minimum % Go for Task 1, Outstanding	23	94.35	12.80	40.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	22	1.05	0.21	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	22	1.36	0.49	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	22	1.73	0.55	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	22	2.32	0.57	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	22	2.95	0.21	2.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	22	2.95	0.21	2.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	22	2.95	0.21	2.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	22	3.50	0.51	3.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	22	3.50	0.51	3.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	22	3.95	0.21	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	23	63.78	11.41	30.00	85.00
T2A	Minimum % Go for Task 2, Acceptable	23	75.30	11.82	30.00	90.00
T2O	Minimum % Go for Task 2, Outstanding	23	91.48	14.31	30.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	23	1.09	0.29	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	23	1.09	0.29	1.00	2.00
T3H03	Rating for Hypo. Soldier #03, Task 3	23	1.35	0.49	1.00	2.00
T3H04	Rating for Hypo. Soldier #04, Task 3	23	1.35	0.49	1.00	2.00
T3H05	Rating for Hypo. Soldier #05, Task 3	23	1.35	0.49	1.00	2.00
T3H06	Rating for Hypo. Soldier #06, Task 3	23	1.35	0.49	1.00	2.00
T3H07	Rating for Hypo. Soldier #07, Task 3	23	2.30	0.56	1.00	3.00
T3H08	Rating for Hypo. Soldier #08, Task 3	23	2.30	0.56	1.00	3.00
T3H09	Rating for Hypo. Soldier #09, Task 3	23	2.30	0.56	1.00	3.00
T3H10	Rating for Hypo. Soldier #10, Task 3	23	3.91	0.29	3.00	4.00
T3M	Minimum % Go for Task 3, Marginal	22	56.50	15.86	33.00	90.00
T3A	Minimum % Go for Task 3, Acceptable	22	73.18	7.89	60.00	95.00
T3O	Minimum % Go for Task 3, Outstanding	22	94.91	6.46	80.00	100.00
T4H01	Rating for Hypo. Soldier #01, Task 4	23	1.09	0.29	1.00	2.00
T4H02	Rating for Hypo. Soldier #02, Task 4	23	1.09	0.29	1.00	2.00
T4H03	Rating for Hypo. Soldier #03, Task 4	23	1.70	0.47	1.00	2.00
T4H04	Rating for Hypo. Soldier #04, Task 4	23	1.78	0.42	1.00	2.00
T4H05	Rating for Hypo. Soldier #05, Task 4	23	1.78	0.42	1.00	2.00
T4H06	Rating for Hypo. Soldier #06, Task 4	23	2.65	0.49	2.00	3.00
T4H07	Rating for Hypo. Soldier #07, Task 4	23	2.65	0.49	2.00	3.00
T4H08	Rating for Hypo. Soldier #08, Task 4	23	2.65	0.49	2.00	3.00
T4H09	Rating for Hypo. Soldier #09, Task 4	23	2.65	0.49	2.00	3.00
T4H10	Rating for Hypo. Soldier #10, Task 4	23	3.39	0.50	3.00	4.00
T4M	Minimum % Go for Task 4, Marginal	22	61.18	9.83	43.00	85.00
T4A	Minimum % Go for Task 4, Acceptable	22	75.77	7.79	65.00	95.00
T4O	Minimum % Go for Task 4, Outstanding	22	91.59	6.76	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=88M FMCODE=04: Navigate Prepost: Pre-delphi vs. Post-delphi=1 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	23	1.04	0.21	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	23	1.17	0.39	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	23	1.57	0.51	1.00	2.00
QAH04	Rating for Hypo. Soldier #04, Overall	23	1.96	0.37	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	23	2.13	0.46	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	23	2.87	0.46	2.00	4.00
QAH07	Rating for Hypo. Soldier #07, Overall	23	2.96	0.37	2.00	4.00
QAH08	Rating for Hypo. Soldier #08, Overall	23	3.09	0.51	2.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	23	3.39	0.66	2.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	23	3.87	0.34	3.00	4.00
OAM	Minimum % Go for Marginal, Overall	22	61.82	9.35	50.00	85.00
OAA	Minimum % Go for Acceptable, Overall	22	76.45	6.30	69.00	90.00
QAO	Minimum % Go for Outstanding, Overall	22	93.09	5.27	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=88M FMCODE=04: Navigate Prepost: Pre-delphi vs. Post-delphi=2 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	13	1.08	0.28	1.00	2.00
T1H02	Rating for Hypo. Soldier #02, Task 1	13	1.46	0.52	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	13	2.54	0.52	2.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	13	2.54	0.52	2.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	13	2.54	0.52	2.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	13	2.54	0.52	2.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	13	3.92	0.28	3.00	4.00
T1H08	Rating for Hypo. Soldier #08, Task 1	13	3.92	0.28	3.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	13	3.92	0.28	3.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	13	3.92	0.28	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	12	62.50	9.65	50.00	75.00
T1A	Minimum % Go for Task 1, Acceptable	12	77.50	5.44	70.00	85.00
T1O	Minimum % Go for Task 1, Outstanding	12	94.67	5.00	85.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	13	1.08	0.28	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	13	1.38	0.51	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	13	1.62	0.51	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	13	2.15	0.80	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	13	2.85	0.38	2.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	13	2.85	0.38	2.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	13	2.85	0.38	2.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	13	3.46	0.52	3.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	13	3.46	0.52	3.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	13	3.92	0.28	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	11	61.36	7.45	50.00	75.00
T2A	Minimum % Go for Task 2, Acceptable	11	76.18	5.42	70.00	85.00
T2O	Minimum % Go for Task 2, Outstanding	11	90.91	4.37	85.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	13	1.08	0.28	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	13	1.08	0.28	1.00	2.00
T3H03	Rating for Hypo. Soldier #03, Task 3	13	1.15	0.38	1.00	2.00
T3H04	Rating for Hypo. Soldier #04, Task 3	13	1.15	0.38	1.00	2.00
T3H05	Rating for Hypo. Soldier #05, Task 3	13	1.23	0.44	1.00	2.00
T3H06	Rating for Hypo. Soldier #06, Task 3	13	1.23	0.44	1.00	2.00
T3H07	Rating for Hypo. Soldier #07, Task 3	13	2.15	0.69	1.00	3.00
T3H08	Rating for Hypo. Soldier #08, Task 3	13	2.15	0.69	1.00	3.00
T3H09	Rating for Hypo. Soldier #09, Task 3	13	2.15	0.69	1.00	3.00
T3H10	Rating for Hypo. Soldier #10, Task 3	13	3.92	0.28	3.00	4.00
T3M	Minimum % Go for Task 3, Marginal	12	61.08	9.80	33.00	70.00
T3A	Minimum % Go for Task 3, Acceptable	12	74.08	5.00	66.00	80.00
T3O	Minimum % Go for Task 3, Outstanding	12	92.75	6.66	80.00	100.00
T4H01	Rating for Hypo. Soldier #01, Task 4	13	1.00	0.00	1.00	1.00
T4H02	Rating for Hypo. Soldier #02, Task 4	13	1.08	0.28	1.00	2.00
T4H03	Rating for Hypo. Soldier #03, Task 4	13	1.38	0.51	1.00	2.00
T4H04	Rating for Hypo. Soldier #04, Task 4	13	1.38	0.51	1.00	2.00
T4H05	Rating for Hypo. Soldier #05, Task 4	13	1.46	0.66	1.00	3.00
T4H06	Rating for Hypo. Soldier #06, Task 4	13	2.31	0.63	1.00	3.00
T4H07	Rating for Hypo. Soldier #07, Task 4	13	2.31	0.63	1.00	3.00
T4H08	Rating for Hypo. Soldier #08, Task 4	13	2.31	0.63	1.00	3.00
T4H09	Rating for Hypo. Soldier #09, Task 4	13	2.31	0.63	1.00	3.00
T4H10	Rating for Hypo. Soldier #10, Task 4	13	3.23	0.60	2.00	4.00
T4M	Minimum % Go for Task 4, Marginal	12	63.92	5.45	57.00	71.00
T4A	Minimum % Go for Task 4, Acceptable	12	76.50	6.04	70.00	86.00
T4O	Minimum % Go for Task 4, Outstanding	12	90.00	5.97	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=88M FMCODE=04: Navigate Prepost: Pre-delphi vs. Post-delphi=2 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	13	1.08	0.28	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	13	1.15	0.38	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	13	1.31	0.48	1.00	2.00
QAH04	Rating for Hypo. Soldier #04, Overall	13	1.69	0.48	1.00	2.00
QAH05	Rating for Hypo. Soldier #05, Overall	13	1.85	0.55	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	13	2.38	0.51	2.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	13	2.85	0.38	2.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	13	2.92	0.28	2.00	3.00
QAH09	Rating for Hypo. Soldier #09, Overall	13	3.31	0.63	2.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	13	3.85	0.38	3.00	4.00
OAM	Minimum % Go for Marginal, Overall	12	62.92	6.20	50.00	70.00
OAA	Minimum % Go for Acceptable, Overall	12	77.17	4.61	70.00	82.00
OAO	Minimum % Go for Outstanding, Overall	12	92.00	4.45	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
-- MOS: Military Occ. Special=88M FMCODE=08: Inspect/Repair/Maintain Mech Sys Prepost: Pre-delphi vs. Post-delphi=1						
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T1H01	Rating for Hypo. Soldier #01, Task 1	23	2.43	0.79	1.00	3.00
T1H02	Rating for Hypo. Soldier #02, Task 1	23	2.43	0.79	1.00	3.00
T1H03	Rating for Hypo. Soldier #03, Task 1	23	2.52	0.73	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	23	2.52	0.73	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	23	2.52	0.73	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	23	2.52	0.73	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	23	2.74	0.62	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	23	2.74	0.62	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	23	3.22	0.90	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	23	3.83	0.39	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	27	73.63	8.78	55.00	95.00
T1A	Minimum % Go for Task 1, Acceptable	27	81.67	6.63	70.00	95.00
T1O	Minimum % Go for Task 1, Outstanding	27	93.70	3.52	86.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	3	1.33	0.58	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	3	1.67	0.58	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	3	2.00	1.00	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	3	2.33	1.15	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	3	2.33	1.15	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	3	2.33	1.15	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	3	2.67	1.53	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	3	2.67	1.53	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	3	2.67	1.53	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	3	2.67	1.53	1.00	4.00
T2M	Minimum % Go for Task 2, Marginal	28	71.68	9.78	50.00	95.00
T2A	Minimum % Go for Task 2, Acceptable	28	80.86	7.04	70.00	95.00
T2O	Minimum % Go for Task 2, Outstanding	28	92.14	4.88	80.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	26	1.85	0.61	1.00	3.00
T3H02	Rating for Hypo. Soldier #02, Task 3	26	1.85	0.61	1.00	3.00
T3H03	Rating for Hypo. Soldier #03, Task 3	26	1.85	0.61	1.00	3.00
T3H04	Rating for Hypo. Soldier #04, Task 3	26	2.73	0.53	1.00	3.00
T3H05	Rating for Hypo. Soldier #05, Task 3	26	2.73	0.53	1.00	3.00
T3H06	Rating for Hypo. Soldier #06, Task 3	26	2.73	0.53	1.00	3.00
T3H07	Rating for Hypo. Soldier #07, Task 3	26	2.73	0.53	1.00	3.00
T3H08	Rating for Hypo. Soldier #08, Task 3	26	2.77	0.43	2.00	3.00
T3H09	Rating for Hypo. Soldier #09, Task 3	26	3.46	0.58	2.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	26	3.46	0.58	2.00	4.00
T3M	Minimum % Go for Task 3, Marginal	27	72.15	7.19	60.00	95.00
T3A	Minimum % Go for Task 3, Acceptable	27	80.11	6.33	70.00	95.00
T3O	Minimum % Go for Task 3, Outstanding	27	93.04	3.48	89.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
-- MOS: Military Occ. Special=88M FMCODE=08: Inspect/Repair/Maintain Mech Sys Prepost: Pre-delphi vs. Post-delphi=1						
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OAHO1	Rating for Hypo. Soldier #01, Overall	25	1.40	0.58	1.00	3.00
OAHO2	Rating for Hypo. Soldier #02, Overall	25	1.64	0.64	1.00	3.00
OAHO3	Rating for Hypo. Soldier #03, Overall	25	2.24	0.72	1.00	3.00
OAHO4	Rating for Hypo. Soldier #04, Overall	25	2.48	0.65	1.00	3.00
OAHO5	Rating for Hypo. Soldier #05, Overall	25	2.80	0.58	1.00	4.00
OAHO6	Rating for Hypo. Soldier #06, Overall	25	2.80	0.58	1.00	4.00
OAHO7	Rating for Hypo. Soldier #07, Overall	25	2.88	0.44	2.00	4.00
OAHO8	Rating for Hypo. Soldier #08, Overall	25	3.32	0.69	2.00	4.00
OAHO9	Rating for Hypo. Soldier #09, Overall	25	3.40	0.65	2.00	4.00
OAHO10	Rating for Hypo. Soldier #10, Overall	25	3.80	0.41	3.00	4.00
OAM	Minimum % Go for Marginal, Overall	28	71.11	6.55	60.00	82.00
OAA	Minimum % Go for Acceptable, Overall	28	79.54	7.27	70.00	95.00
OA0	Minimum % Go for Outstanding, Overall	28	91.75	6.22	70.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
-- MOS: Military Occ. Special=88M FMCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=1						
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T1H01	Rating for Hypo. Soldier #01, Task 1	26	1.08	0.27	1.00	2.00
T1H02	Rating for Hypo. Soldier #02, Task 1	26	1.19	0.49	1.00	3.00
T1H03	Rating for Hypo. Soldier #03, Task 1	26	1.77	0.59	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	26	1.77	0.59	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	26	1.77	0.59	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	26	1.77	0.59	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	26	2.62	0.57	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	26	2.62	0.57	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	26	2.62	0.57	1.00	3.00
T1H10	Rating for Hypo. Soldier #10, Task 1	26	3.23	0.59	2.00	4.00
T1M	Minimum % Go for Task 1, Marginal	25	65.04	11.06	30.00	85.00
T1A	Minimum % Go for Task 1, Acceptable	25	77.68	6.70	60.00	90.00
T1O	Minimum % Go for Task 1, Outstanding	25	91.40	4.55	80.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	26	1.27	0.45	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	26	1.27	0.45	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	26	1.27	0.45	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	26	1.73	0.60	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	26	1.73	0.60	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	26	1.73	0.60	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	26	1.73	0.60	1.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	26	2.46	0.71	1.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	26	3.00	0.89	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	26	3.00	0.89	1.00	4.00
T2M	Minimum % Go for Task 2, Marginal	25	66.48	10.65	50.00	90.00
T2A	Minimum % Go for Task 2, Acceptable	25	78.68	7.79	60.00	95.00
T2O	Minimum % Go for Task 2, Outstanding	25	90.80	6.34	70.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	25	1.08	0.28	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	25	1.12	0.33	1.00	2.00
T3H03	Rating for Hypo. Soldier #03, Task 3	25	1.24	0.44	1.00	2.00
T3H04	Rating for Hypo. Soldier #04, Task 3	25	1.44	0.58	1.00	3.00
T3H05	Rating for Hypo. Soldier #05, Task 3	25	1.60	0.58	1.00	3.00
T3H06	Rating for Hypo. Soldier #06, Task 3	25	1.68	0.63	1.00	3.00
T3H07	Rating for Hypo. Soldier #07, Task 3	25	2.32	0.63	1.00	3.00
T3H08	Rating for Hypo. Soldier #08, Task 3	25	2.56	0.58	1.00	3.00
T3H09	Rating for Hypo. Soldier #09, Task 3	25	2.88	0.53	1.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	25	3.64	0.49	3.00	4.00
T3M	Minimum % Go for Task 3, Marginal	25	63.08	13.12	20.00	85.00
T3A	Minimum % Go for Task 3, Acceptable	25	78.24	7.03	70.00	98.00
T3O	Minimum % Go for Task 3, Outstanding	25	90.88	4.95	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
-- MOS: Military Occ. Special=88M FNCODE=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=1						
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OAH01	Rating for Hypo. Soldier #01, Overall	26	1.12	0.33	1.00	2.00
OAH02	Rating for Hypo. Soldier #02, Overall	26	1.23	0.43	1.00	2.00
OAH03	Rating for Hypo. Soldier #03, Overall	26	1.46	0.58	1.00	3.00
OAH04	Rating for Hypo. Soldier #04, Overall	26	2.08	0.56	1.00	3.00
OAH05	Rating for Hypo. Soldier #05, Overall	26	2.15	0.61	1.00	3.00
OAH06	Rating for Hypo. Soldier #06, Overall	26	2.23	0.65	1.00	3.00
OAH07	Rating for Hypo. Soldier #07, Overall	26	2.42	0.64	1.00	4.00
OAH08	Rating for Hypo. Soldier #08, Overall	26	2.92	0.63	1.00	4.00
OAH09	Rating for Hypo. Soldier #09, Overall	26	2.96	0.60	1.00	4.00
OAH10	Rating for Hypo. Soldier #10, Overall	26	3.58	0.64	2.00	4.00
OAM	Minimum % Go for Marginal, Overall	25	66.24	10.67	35.00	85.00
OAA	Minimum % Go for Acceptable, Overall	25	78.92	6.54	70.00	95.00
OAO	Minimum % Go for Outstanding, Overall	25	90.60	6.20	70.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=88M FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=1 ----						
T1H01	Rating for Hypo. Soldier #01, Task 1	23	1.13	0.46	1.00	3.00
T1H02	Rating for Hypo. Soldier #02, Task 1	23	1.17	0.49	1.00	3.00
T1H03	Rating for Hypo. Soldier #03, Task 1	23	1.52	0.59	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	23	2.09	0.60	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	23	2.09	0.60	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	23	2.09	0.60	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	23	2.09	0.60	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	23	2.78	0.42	2.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	23	3.43	0.59	2.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	23	3.43	0.59	2.00	4.00
T1M	Minimum % Go for Task 1, Marginal	22	60.18	11.79	20.00	76.00
T1A	Minimum % Go for Task 1, Acceptable	22	73.91	13.17	25.00	90.00
T10	Minimum % Go for Task 1, Outstanding	22	90.64	5.34	80.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	23	1.17	0.39	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	23	1.52	0.59	1.00	3.00
T2H03	Rating for Hypo. Soldier #03, Task 2	23	1.87	0.55	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	23	2.43	0.59	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	23	2.43	0.59	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	23	2.78	0.42	2.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	23	2.96	0.21	2.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	23	2.96	0.21	2.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	23	3.39	0.58	2.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	23	3.78	0.42	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	22	64.59	7.59	50.00	75.00
T2A	Minimum % Go for Task 2, Acceptable	22	75.64	6.80	60.00	90.00
T20	Minimum % Go for Task 2, Outstanding	22	90.64	5.63	80.00	100.00

Task-Based Standard Setting--Detailed  
 Descriptive Statistics  
 (by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=88M FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=1 ----						
QAH01	Rating for Hypo. Soldier #01, Overall	22	1.18	0.39	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	22	1.23	0.43	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	22	1.55	0.60	1.00	3.00
QAH04	Rating for Hypo. Soldier #04, Overall	22	1.73	0.63	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	22	2.00	0.69	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	22	2.14	0.64	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	22	2.59	0.50	2.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	22	2.82	0.39	2.00	3.00
QAH09	Rating for Hypo. Soldier #09, Overall	22	3.09	0.43	2.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	22	3.77	0.43	3.00	4.00
OAM	Minimum % Go for Marginal, Overall	20	60.75	9.73	35.00	74.00
OAA	Minimum % Go for Acceptable, Overall	20	73.45	9.73	45.00	90.00
OAO	Minimum % Go for Outstanding, Overall	20	89.05	4.89	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=88M FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=2 ----						
T1H01	Rating for Hypo. Soldier #01, Task 1	13	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	13	1.00	0.00	1.00	1.00
T1H03	Rating for Hypo. Soldier #03, Task 1	13	1.31	0.48	1.00	2.00
T1H04	Rating for Hypo. Soldier #04, Task 1	13	1.85	0.69	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	13	1.85	0.69	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	13	1.85	0.69	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	13	1.92	0.86	1.00	4.00
T1H08	Rating for Hypo. Soldier #08, Task 1	13	2.69	0.63	2.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	13	3.31	0.48	3.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	13	3.38	0.51	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	12	61.50	8.57	50.00	75.00
T1A	Minimum % Go for Task 1, Acceptable	12	76.25	6.44	65.00	85.00
T1O	Minimum % Go for Task 1, Outstanding	12	90.75	4.35	85.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	13	1.08	0.28	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	13	1.15	0.38	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	13	1.85	0.55	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	13	2.23	0.44	2.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	13	2.23	0.44	2.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	13	2.62	0.51	2.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	13	3.00	0.00	3.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	13	3.00	0.00	3.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	13	3.31	0.48	3.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	13	3.77	0.44	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	12	64.50	6.13	50.00	70.00
T2A	Minimum % Go for Task 2, Acceptable	12	76.25	5.12	65.00	84.00
T2O	Minimum % Go for Task 2, Outstanding	12	89.75	4.71	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=88M FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=2 ---						
OAH01	Rating for Hypo. Soldier #01, Overall	13	1.08	0.28	1.00	2.00
OAH02	Rating for Hypo. Soldier #02, Overall	13	1.08	0.28	1.00	2.00
OAH03	Rating for Hypo. Soldier #03, Overall	13	1.23	0.44	1.00	2.00
OAH04	Rating for Hypo. Soldier #04, Overall	13	1.46	0.52	1.00	2.00
OAH05	Rating for Hypo. Soldier #05, Overall	13	1.77	0.60	1.00	3.00
OAH06	Rating for Hypo. Soldier #06, Overall	13	1.92	0.76	1.00	3.00
OAH07	Rating for Hypo. Soldier #07, Overall	13	2.46	0.52	2.00	3.00
OAH08	Rating for Hypo. Soldier #08, Overall	13	2.62	0.51	2.00	3.00
OAH09	Rating for Hypo. Soldier #09, Overall	13	3.08	0.28	3.00	4.00
OAH10	Rating for Hypo. Soldier #10, Overall	13	3.77	0.44	3.00	4.00
OAM	Minimum % Go for Marginal, Overall	12	62.58	6.84	50.00	70.00
OAA	Minimum % Go for Acceptable, Overall	12	76.08	5.25	65.00	82.00
OAO	Minimum % Go for Outstanding, Overall	12	88.33	5.99	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FMCODE=05: Administer First-Aid/NBC Prepost: Pre-delphi vs. Post-delphi=1 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	26	1.00	0.00	1.00	1.00
T1H02	Rating for Hypo. Soldier #02, Task 1	26	1.00	0.00	1.00	1.00
T1H03	Rating for Hypo. Soldier #03, Task 1	26	1.04	0.20	1.00	2.00
T1H04	Rating for Hypo. Soldier #04, Task 1	26	1.08	0.27	1.00	2.00
T1H05	Rating for Hypo. Soldier #05, Task 1	26	1.12	0.33	1.00	2.00
T1H06	Rating for Hypo. Soldier #06, Task 1	26	1.12	0.33	1.00	2.00
T1H07	Rating for Hypo. Soldier #07, Task 1	26	1.27	0.45	1.00	2.00
T1H08	Rating for Hypo. Soldier #08, Task 1	26	1.69	0.68	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	26	2.46	0.86	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	26	2.85	0.92	1.00	4.00
T1M	Minimum % Go for Task 1, Marginal	32	70.66	10.84	50.00	95.00
T1A	Minimum % Go for Task 1, Acceptable	32	81.88	7.46	65.00	97.00
T1O	Minimum % Go for Task 1, Outstanding	32	93.09	5.29	80.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	29	1.10	0.31	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	29	1.24	0.44	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	29	1.34	0.48	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	29	1.76	0.69	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	29	1.76	0.69	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	29	2.38	0.78	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	29	2.38	0.78	1.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	29	2.62	0.78	1.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	29	2.62	0.78	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	29	3.17	0.93	1.00	4.00
T2M	Minimum % Go for Task 2, Marginal	32	71.94	9.91	50.00	95.00
T2A	Minimum % Go for Task 2, Acceptable	32	83.47	7.13	70.00	97.00
T2O	Minimum % Go for Task 2, Outstanding	32	93.69	4.43	85.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	32	1.00	0.00	1.00	1.00
T3H02	Rating for Hypo. Soldier #02, Task 3	32	1.28	0.52	1.00	3.00
T3H03	Rating for Hypo. Soldier #03, Task 3	32	1.41	0.67	1.00	4.00
T3H04	Rating for Hypo. Soldier #04, Task 3	32	1.75	0.72	1.00	4.00
T3H05	Rating for Hypo. Soldier #05, Task 3	32	2.06	0.88	1.00	4.00
T3H06	Rating for Hypo. Soldier #06, Task 3	32	2.41	0.84	1.00	4.00
T3H07	Rating for Hypo. Soldier #07, Task 3	32	2.44	0.80	1.00	4.00
T3H08	Rating for Hypo. Soldier #08, Task 3	32	2.44	0.80	1.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	32	2.84	0.88	1.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	32	3.13	0.98	1.00	4.00
T3M	Minimum % Go for Task 3, Marginal	32	71.59	10.48	50.00	95.00
T3A	Minimum % Go for Task 3, Acceptable	32	81.84	7.44	65.00	98.00
T3O	Minimum % Go for Task 3, Outstanding	32	93.06	5.66	75.00	100.00

Task-Based Standard Setting--Detailed  
 Descriptive Statistics  
 (by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FNCODE=05: Administer First-Aid/NBC Prepost: Pre-delphi vs. Post-delphi=1 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	28	1.04	0.19	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	28	1.18	0.39	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	28	1.54	0.58	1.00	3.00
QAH04	Rating for Hypo. Soldier #04, Overall	28	1.71	0.60	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	28	1.89	0.79	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	28	2.18	0.82	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	28	2.29	0.81	1.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	28	2.50	0.84	1.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	28	2.79	0.88	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	28	3.32	0.90	1.00	4.00
OAM	Minimum % Go for Marginal, Overall	31	72.29	9.27	55.00	93.00
OAA	Minimum % Go for Acceptable, Overall	31	82.87	6.53	70.00	96.00
OAO	Minimum % Go for Outstanding, Overall	31	93.48	4.29	85.00	100.00

Task-Based Standard Setting--Abbreviated  
Descriptive Statistics  
(by MOS, Dimension, and Delphi Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=88M Dimension Number=15: Operate Vehicles/Heavy Equipment Prepost: Pre-delphi vs. Post-delphi=2						
MAR01	Marginal Task 1 %GO	22	72.73	6.85	60.00	85.00
ACC01	Acceptable Task 1 %GO	22	83.45	5.55	70.00	95.00
OUT01	Outstanding Task 1 %GO	22	95.14	3.69	85.00	100.00
MAR02	Marginal Task 2 %GO	22	74.59	8.86	60.00	90.00
ACC02	Acceptable Task 2 %GO	22	84.77	5.66	70.00	95.00
OUT02	Outstanding Task 2 %GO	22	94.86	3.43	90.00	100.00
MAR03	Marginal Task 3 %GO	22	70.00	5.98	60.00	80.00
ACC03	Acceptable Task 3 %GO	22	80.68	5.19	70.00	90.00
OUT03	Outstanding Task 3 %GO	22	93.14	4.10	85.00	100.00
MAR0A	Marginal Overall %GO	21	72.19	6.62	60.00	83.00
ACC0A	Acceptable Overall %GO	21	82.38	4.63	70.00	92.00
OUT0A	Outstanding Overall %GO	21	94.33	3.54	85.00	100.00
MOS: Military Occ. Special=88M Dimension Number=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=1						
MAR01	Marginal Task 1 %GO	17	65.18	13.40	20.00	80.00
ACC01	Acceptable Task 1 %GO	17	76.88	13.67	30.00	90.00
OUT01	Outstanding Task 1 %GO	17	92.65	4.33	80.00	100.00
MAR02	Marginal Task 2 %GO	17	67.88	11.48	30.00	85.00
ACC02	Acceptable Task 2 %GO	17	79.00	14.34	30.00	95.00
OUT02	Outstanding Task 2 %GO	17	93.88	4.99	80.00	100.00
MAR0A	Marginal Overall %GO	17	67.47	12.75	25.00	85.00
ACC0A	Acceptable Overall %GO	17	78.71	14.33	30.00	95.00
OUT0A	Outstanding Overall %GO	17	93.76	4.80	80.00	100.00
MOS: Military Occ. Special=91A Dimension Number=05: Administer First-Aid/NBC Prepost: Pre-delphi vs. Post-delphi=1						
MAR01	Marginal Task 1 %GO	23	70.61	13.22	40.00	100.00
ACC01	Acceptable Task 1 %GO	23	82.17	8.37	70.00	100.00
OUT01	Outstanding Task 1 %GO	23	93.78	4.62	85.00	100.00
MAR02	Marginal Task 2 %GO	23	64.74	14.45	30.00	95.00
ACC02	Acceptable Task 2 %GO	23	77.09	9.78	50.00	98.00
OUT02	Outstanding Task 2 %GO	23	89.57	6.73	70.00	100.00
MAR03	Marginal Task 3 %GO	23	66.26	15.72	40.00	100.00
ACC03	Acceptable Task 3 %GO	23	78.65	10.68	50.00	100.00
OUT03	Outstanding Task 3 %GO	23	91.65	5.18	80.00	100.00
MAR0A	Marginal Overall %GO	23	67.39	13.30	40.00	98.00
ACC0A	Acceptable Overall %GO	23	80.22	9.16	57.00	99.00
OUT0A	Outstanding Overall %GO	23	91.39	5.11	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=91A FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=1 ----						
T1H01	Rating for Hypo. Soldier #01, Task 1	17	1.12	0.49	1.00	3.00
T1H02	Rating for Hypo. Soldier #02, Task 1	17	1.18	0.53	1.00	3.00
T1H03	Rating for Hypo. Soldier #03, Task 1	17	1.24	0.56	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	17	1.71	0.77	1.00	4.00
T1H05	Rating for Hypo. Soldier #05, Task 1	17	1.71	0.77	1.00	4.00
T1H06	Rating for Hypo. Soldier #06, Task 1	17	1.71	0.77	1.00	4.00
T1H07	Rating for Hypo. Soldier #07, Task 1	17	1.71	0.77	1.00	4.00
T1H08	Rating for Hypo. Soldier #08, Task 1	17	2.53	0.72	1.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	17	3.24	0.44	3.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	17	3.24	0.44	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	17	63.12	13.56	20.00	80.00
T1A	Minimum % Go for Task 1, Acceptable	17	74.65	14.12	25.00	88.00
T1O	Minimum % Go for Task 1, Outstanding	17	88.94	8.79	60.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	17	1.06	0.24	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	17	1.18	0.39	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	17	1.41	0.51	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	17	1.76	0.56	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	17	1.82	0.64	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	17	2.18	0.81	1.00	3.00
T2H07	Rating for Hypo. Soldier #07, Task 2	17	2.53	0.72	1.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	17	2.53	0.72	1.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	17	2.76	0.66	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	17	3.47	0.72	2.00	4.00
T2M	Minimum % Go for Task 2, Marginal	17	71.18	9.77	50.00	90.00
T2A	Minimum % Go for Task 2, Acceptable	17	82.71	7.69	70.00	95.00
T2O	Minimum % Go for Task 2, Outstanding	17	93.29	4.58	85.00	100.00

Task-Based Standard Setting--Detailed  
 Descriptive Statistics  
 (by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
--- MOS: Military Occ. Special=91A FMCODE=17: Administration/Records Keeping Prepost: Pre-delphi vs. Post-delphi=1 ---						
OAH01	Rating for Hypo. Soldier #01, Overall	17	1.06	0.24	1.00	2.00
OAH02	Rating for Hypo. Soldier #02, Overall	17	1.12	0.33	1.00	2.00
OAH03	Rating for Hypo. Soldier #03, Overall	17	1.18	0.39	1.00	2.00
OAH04	Rating for Hypo. Soldier #04, Overall	17	1.29	0.47	1.00	2.00
OAH05	Rating for Hypo. Soldier #05, Overall	17	1.53	0.51	1.00	2.00
OAH06	Rating for Hypo. Soldier #06, Overall	17	1.71	0.59	1.00	3.00
OAH07	Rating for Hypo. Soldier #07, Overall	17	2.18	0.64	1.00	3.00
OAH08	Rating for Hypo. Soldier #08, Overall	17	2.41	0.62	1.00	3.00
OAH09	Rating for Hypo. Soldier #09, Overall	17	3.00	0.35	2.00	4.00
OAH10	Rating for Hypo. Soldier #10, Overall	17	3.47	0.51	3.00	4.00
OAM	Minimum % Go for Marginal, Overall	17	67.18	7.88	50.00	83.00
OAA	Minimum % Go for Acceptable, Overall	17	78.47	6.60	65.00	91.00
OAO	Minimum % Go for Outstanding, Overall	17	91.00	4.77	80.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FMCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=1 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	23	1.04	0.21	1.00	2.00
T1H02	Rating for Hypo. Soldier #02, Task 1	23	1.04	0.21	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	23	1.17	0.39	1.00	2.00
T1H04	Rating for Hypo. Soldier #04, Task 1	23	1.48	0.59	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	23	2.04	0.56	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	23	2.04	0.56	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	23	2.74	0.45	2.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	23	3.13	0.46	2.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	23	3.17	0.49	2.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	23	3.96	0.21	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	22	57.50	12.30	38.00	90.00
T1A	Minimum % Go for Task 1, Acceptable	22	73.32	8.75	60.00	100.00
T1O	Minimum % Go for Task 1, Outstanding	22	91.14	5.12	79.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	23	1.04	0.21	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	23	1.04	0.21	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	23	1.17	0.39	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	23	1.74	0.54	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	23	1.78	0.60	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	23	3.04	0.47	2.00	4.00
T2H07	Rating for Hypo. Soldier #07, Task 2	23	3.04	0.47	2.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	23	3.04	0.47	2.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	23	3.96	0.21	3.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	23	3.96	0.21	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	23	57.91	11.51	43.00	87.00
T2A	Minimum % Go for Task 2, Acceptable	23	75.74	10.15	57.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	23	93.09	5.73	80.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	22	1.32	0.48	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	22	2.64	0.49	2.00	3.00
T3H03	Rating for Hypo. Soldier #03, Task 3	22	2.86	0.35	2.00	3.00
T3H04	Rating for Hypo. Soldier #04, Task 3	22	3.45	0.51	3.00	4.00
T3H05	Rating for Hypo. Soldier #05, Task 3	22	3.50	0.51	3.00	4.00
T3H06	Rating for Hypo. Soldier #06, Task 3	22	4.00	0.00	4.00	4.00
T3H07	Rating for Hypo. Soldier #07, Task 3	22	4.00	0.00	4.00	4.00
T3H08	Rating for Hypo. Soldier #08, Task 3	22	4.00	0.00	4.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	22	4.00	0.00	4.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	22	4.00	0.00	4.00	4.00
T3M	Minimum % Go for Task 3, Marginal	23	61.52	13.00	49.00	95.00
T3A	Minimum % Go for Task 3, Acceptable	23	78.22	9.39	60.00	100.00
T3O	Minimum % Go for Task 3, Outstanding	23	94.00	4.94	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FMCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=1 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	23	1.04	0.21	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	23	1.09	0.29	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	23	1.13	0.34	1.00	2.00
QAH04	Rating for Hypo. Soldier #04, Overall	23	1.65	0.65	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	23	1.78	0.67	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	23	2.04	0.64	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	23	2.61	0.72	1.00	4.00
QAH08	Rating for Hypo. Soldier #08, Overall	23	2.65	0.78	1.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	23	3.09	0.60	2.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	23	3.52	0.51	3.00	4.00
QAM	Minimum % Go for Marginal, Overall	21	57.43	9.63	45.00	79.00
QAA	Minimum % Go for Acceptable, Overall	21	72.43	6.85	60.00	85.00
QAO	Minimum % Go for Outstanding, Overall	21	91.05	5.49	74.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FMCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=2 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	25	1.04	0.20	1.00	2.00
T1H02	Rating for Hypo. Soldier #02, Task 1	25	1.04	0.20	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	25	1.04	0.20	1.00	2.00
T1H04	Rating for Hypo. Soldier #04, Task 1	25	1.24	0.44	1.00	2.00
T1H05	Rating for Hypo. Soldier #05, Task 1	25	1.80	0.50	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	25	1.84	0.47	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	25	2.60	0.58	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	25	2.92	0.57	1.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	25	2.92	0.57	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	25	4.00	0.00	4.00	4.00
T1M	Minimum % Go for Task 1, Marginal	22	61.77	8.04	50.00	79.00
T1A	Minimum % Go for Task 1, Acceptable	22	77.00	7.25	60.00	90.00
T1O	Minimum % Go for Task 1, Outstanding	22	93.77	4.96	85.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	25	1.04	0.20	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	25	1.04	0.20	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	25	1.04	0.20	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	25	1.56	0.51	1.00	2.00
T2H05	Rating for Hypo. Soldier #05, Task 2	25	1.56	0.51	1.00	2.00
T2H06	Rating for Hypo. Soldier #06, Task 2	25	2.92	0.40	2.00	4.00
T2H07	Rating for Hypo. Soldier #07, Task 2	25	2.92	0.40	2.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	25	2.92	0.40	2.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	25	3.96	0.20	3.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	25	3.96	0.20	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	22	60.91	10.22	50.00	86.00
T2A	Minimum % Go for Task 2, Acceptable	22	79.55	9.32	60.00	100.00
T2O	Minimum % Go for Task 2, Outstanding	22	94.14	5.05	85.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	23	1.22	0.42	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	23	2.26	0.62	1.00	3.00
T3H03	Rating for Hypo. Soldier #03, Task 3	23	2.65	0.57	1.00	3.00
T3H04	Rating for Hypo. Soldier #04, Task 3	23	3.22	0.67	1.00	4.00
T3H05	Rating for Hypo. Soldier #05, Task 3	23	3.26	0.69	1.00	4.00
T3H06	Rating for Hypo. Soldier #06, Task 3	23	4.00	0.00	4.00	4.00
T3H07	Rating for Hypo. Soldier #07, Task 3	23	4.00	0.00	4.00	4.00
T3H08	Rating for Hypo. Soldier #08, Task 3	23	4.00	0.00	4.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	23	4.00	0.00	4.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	23	4.00	0.00	4.00	4.00
T3M	Minimum % Go for Task 3, Marginal	21	64.33	11.13	50.00	85.00
T3A	Minimum % Go for Task 3, Acceptable	21	78.48	7.95	60.00	92.00
T3O	Minimum % Go for Task 3, Outstanding	21	94.29	5.07	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FMCODE=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=2 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	23	1.04	0.21	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	23	1.13	0.34	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	23	1.13	0.34	1.00	2.00
QAH04	Rating for Hypo. Soldier #04, Overall	23	1.48	0.51	1.00	2.00
QAH05	Rating for Hypo. Soldier #05, Overall	23	1.52	0.51	1.00	2.00
QAH06	Rating for Hypo. Soldier #06, Overall	23	2.00	0.60	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	23	2.43	0.66	1.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	23	2.52	0.67	1.00	3.00
QAH09	Rating for Hypo. Soldier #09, Overall	23	2.96	0.56	1.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	23	3.30	0.76	1.00	4.00
OAM	Minimum % Go for Marginal, Overall	21	59.95	11.02	30.00	79.00
OAA	Minimum % Go for Acceptable, Overall	21	75.67	8.00	60.00	90.00
OAO	Minimum % Go for Outstanding, Overall	21	92.71	5.07	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FMCODE=19: Written Communication Prepost: Pre-delphi vs. Post-delphi=1 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	24	1.04	0.20	1.00	2.00
T1H02	Rating for Hypo. Soldier #02, Task 1	24	1.42	0.50	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	24	1.58	0.58	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	24	1.79	0.66	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	24	1.96	0.69	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	24	2.00	0.66	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	24	2.58	0.72	1.00	4.00
T1H08	Rating for Hypo. Soldier #08, Task 1	24	2.83	0.56	1.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	24	3.17	0.56	2.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	24	3.58	0.65	2.00	4.00
T1M	Minimum % Go for Task 1, Marginal	22	60.00	10.23	50.00	90.00
T1A	Minimum % Go for Task 1, Acceptable	22	75.09	8.29	60.00	96.00
T1O	Minimum % Go for Task 1, Outstanding	22	90.73	5.20	75.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	24	1.79	0.59	1.00	3.00
T2H02	Rating for Hypo. Soldier #02, Task 2	24	2.33	0.82	1.00	3.00
T2H03	Rating for Hypo. Soldier #03, Task 2	24	2.46	0.72	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	24	2.75	0.68	1.00	4.00
T2H05	Rating for Hypo. Soldier #05, Task 2	24	2.83	0.64	1.00	4.00
T2H06	Rating for Hypo. Soldier #06, Task 2	24	3.04	0.46	2.00	4.00
T2H07	Rating for Hypo. Soldier #07, Task 2	24	3.08	0.50	2.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	24	3.46	0.59	2.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	24	3.79	0.51	2.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	24	3.88	0.34	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	24	60.42	17.30	0.00	95.00
T2A	Minimum % Go for Task 2, Acceptable	24	75.67	13.42	30.00	97.00
T2O	Minimum % Go for Task 2, Outstanding	24	91.21	6.32	70.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FMCODE=19: Written Communication Prepost: Pre-delphi vs. Post-delphi=1 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	24	1.17	0.38	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	24	1.67	0.56	1.00	3.00
QAH03	Rating for Hypo. Soldier #03, Overall	24	1.71	0.55	1.00	3.00
QAH04	Rating for Hypo. Soldier #04, Overall	24	2.25	0.68	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	24	2.50	0.59	1.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	24	2.54	0.59	1.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	24	2.88	0.54	1.00	4.00
QAH08	Rating for Hypo. Soldier #08, Overall	24	3.00	0.51	1.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	24	3.38	0.58	2.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	24	3.88	0.34	3.00	4.00
QAM	Minimum % Go for Marginal, Overall	22	61.95	11.54	45.00	93.00
QAA	Minimum % Go for Acceptable, Overall	22	77.68	8.22	60.00	97.00
QAO	Minimum % Go for Outstanding, Overall	22	91.18	4.54	78.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FHCODE=19: Written Communication Prepost: Pre-delphi vs. Post-delphi=2 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	25	1.04	0.20	1.00	2.00
T1H02	Rating for Hypo. Soldier #02, Task 1	25	1.16	0.37	1.00	2.00
T1H03	Rating for Hypo. Soldier #03, Task 1	25	1.24	0.44	1.00	2.00
T1H04	Rating for Hypo. Soldier #04, Task 1	25	1.60	0.58	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	25	1.76	0.52	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	25	1.80	0.58	1.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	25	2.52	0.59	1.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	25	2.80	0.50	1.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	25	3.04	0.61	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	25	3.72	0.46	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	22	63.09	8.80	50.00	79.00
T1A	Minimum % Go for Task 1, Acceptable	22	76.77	6.85	60.00	90.00
T1O	Minimum % Go for Task 1, Outstanding	22	91.95	4.06	85.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	25	1.52	0.59	1.00	3.00
T2H02	Rating for Hypo. Soldier #02, Task 2	25	2.32	0.63	1.00	3.00
T2H03	Rating for Hypo. Soldier #03, Task 2	25	2.36	0.64	1.00	3.00
T2H04	Rating for Hypo. Soldier #04, Task 2	25	2.64	0.57	1.00	3.00
T2H05	Rating for Hypo. Soldier #05, Task 2	25	2.64	0.57	1.00	3.00
T2H06	Rating for Hypo. Soldier #06, Task 2	25	2.92	0.49	1.00	4.00
T2H07	Rating for Hypo. Soldier #07, Task 2	25	2.92	0.49	1.00	4.00
T2H08	Rating for Hypo. Soldier #08, Task 2	25	3.56	0.51	3.00	4.00
T2H09	Rating for Hypo. Soldier #09, Task 2	25	3.80	0.41	3.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	25	3.88	0.33	3.00	4.00
T2M	Minimum % Go for Task 2, Marginal	22	64.91	9.65	50.00	81.00
T2A	Minimum % Go for Task 2, Acceptable	22	78.09	6.90	60.00	90.00
T2O	Minimum % Go for Task 2, Outstanding	22	92.77	3.70	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FMCODE=19: Written Communication Prepost: Pre-delphi vs. Post-delphi=2 -----						
QAH01	Rating for Hypo. Soldier #01, Overall	23	1.04	0.21	1.00	2.00
QAH02	Rating for Hypo. Soldier #02, Overall	23	1.52	0.51	1.00	2.00
QAH03	Rating for Hypo. Soldier #03, Overall	23	1.65	0.49	1.00	2.00
QAH04	Rating for Hypo. Soldier #04, Overall	23	2.09	0.51	1.00	3.00
QAH05	Rating for Hypo. Soldier #05, Overall	23	2.35	0.49	2.00	3.00
QAH06	Rating for Hypo. Soldier #06, Overall	23	2.48	0.51	2.00	3.00
QAH07	Rating for Hypo. Soldier #07, Overall	23	2.70	0.47	2.00	3.00
QAH08	Rating for Hypo. Soldier #08, Overall	23	2.96	0.37	2.00	4.00
QAH09	Rating for Hypo. Soldier #09, Overall	23	3.57	0.51	3.00	4.00
QAH10	Rating for Hypo. Soldier #10, Overall	23	3.91	0.29	3.00	4.00
QAM	Minimum % Go for Marginal, Overall	20	63.30	9.58	46.00	79.00
QAA	Minimum % Go for Acceptable, Overall	20	77.85	5.65	70.00	90.00
QAO	Minimum % Go for Outstanding, Overall	20	92.35	3.82	85.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FMCODE=22: Provide Medical Treatment Prepost: Pre-delphi vs. Post-delphi=1 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	46	1.39	0.58	1.00	3.00
T1H02	Rating for Hypo. Soldier #02, Task 1	46	1.67	0.67	1.00	3.00
T1H03	Rating for Hypo. Soldier #03, Task 1	46	1.67	0.67	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	46	1.70	0.66	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	46	1.74	0.65	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	46	2.39	0.86	1.00	4.00
T1H07	Rating for Hypo. Soldier #07, Task 1	46	2.39	0.86	1.00	4.00
T1H08	Rating for Hypo. Soldier #08, Task 1	46	2.39	0.86	1.00	4.00
T1H09	Rating for Hypo. Soldier #09, Task 1	46	3.22	0.94	1.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	46	3.22	0.94	1.00	4.00
T1M	Minimum % Go for Task 1, Marginal	45	72.80	12.13	50.00	100.00
T1A	Minimum % Go for Task 1, Acceptable	45	82.60	8.57	60.00	100.00
T10	Minimum % Go for Task 1, Outstanding	45	93.16	5.23	80.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	43	1.02	0.15	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	43	1.02	0.15	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	43	1.02	0.15	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	43	1.16	0.37	1.00	2.00
T2H05	Rating for Hypo. Soldier #05, Task 2	43	1.16	0.37	1.00	2.00
T2H06	Rating for Hypo. Soldier #06, Task 2	43	1.19	0.39	1.00	2.00
T2H07	Rating for Hypo. Soldier #07, Task 2	43	1.56	0.67	1.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	43	1.56	0.67	1.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	43	1.70	0.77	1.00	4.00
T2H10	Rating for Hypo. Soldier #10, Task 2	43	1.70	0.77	1.00	4.00
T2M	Minimum % Go for Task 2, Marginal	42	67.50	11.77	50.00	100.00
T2A	Minimum % Go for Task 2, Acceptable	42	77.69	9.69	60.00	100.00
T20	Minimum % Go for Task 2, Outstanding	42	89.86	7.22	67.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	46	1.02	0.15	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	46	1.02	0.15	1.00	2.00
T3H03	Rating for Hypo. Soldier #03, Task 3	46	1.07	0.25	1.00	2.00
T3H04	Rating for Hypo. Soldier #04, Task 3	46	1.39	0.58	1.00	3.00
T3H05	Rating for Hypo. Soldier #05, Task 3	46	1.41	0.58	1.00	3.00
T3H06	Rating for Hypo. Soldier #06, Task 3	46	1.43	0.58	1.00	3.00
T3H07	Rating for Hypo. Soldier #07, Task 3	46	1.78	0.66	1.00	3.00
T3H08	Rating for Hypo. Soldier #08, Task 3	46	2.37	0.93	1.00	4.00
T3H09	Rating for Hypo. Soldier #09, Task 3	46	2.37	0.93	1.00	4.00
T3H10	Rating for Hypo. Soldier #10, Task 3	46	2.87	1.28	1.00	4.00
T3M	Minimum % Go for Task 3, Marginal	45	72.22	13.27	50.00	100.00
T3A	Minimum % Go for Task 3, Acceptable	45	82.56	9.91	60.00	100.00
T30	Minimum % Go for Task 3, Outstanding	45	93.47	5.20	80.00	100.00
T4H01	Rating for Hypo. Soldier #01, Task 4	41	1.02	0.16	1.00	2.00
T4H02	Rating for Hypo. Soldier #02, Task 4	41	1.02	0.16	1.00	2.00
T4H03	Rating for Hypo. Soldier #03, Task 4	41	1.02	0.16	1.00	2.00
T4H04	Rating for Hypo. Soldier #04, Task 4	41	1.10	0.30	1.00	2.00
T4H05	Rating for Hypo. Soldier #05, Task 4	41	1.15	0.36	1.00	2.00
T4H06	Rating for Hypo. Soldier #06, Task 4	41	1.17	0.38	1.00	2.00
T4H07	Rating for Hypo. Soldier #07, Task 4	41	1.54	0.64	1.00	3.00
T4H08	Rating for Hypo. Soldier #08, Task 4	41	1.61	0.70	1.00	3.00
T4H09	Rating for Hypo. Soldier #09, Task 4	41	1.61	0.70	1.00	3.00
T4H10	Rating for Hypo. Soldier #10, Task 4	41	2.12	0.93	1.00	4.00
T4M	Minimum % Go for Task 4, Marginal	38	68.84	12.31	40.00	100.00
T4A	Minimum % Go for Task 4, Acceptable	38	78.39	9.79	60.00	100.00
T40	Minimum % Go for Task 4, Outstanding	38	90.37	7.38	72.00	100.00

Task-Based Standard Setting--Abbreviated  
Descriptive Statistics  
(by MOS, Dimension, and Delphi Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
MOS: Military Occ. Special=91A Dimension Number=18: Oral Communication Prepost: Pre-delphi vs. Post-delphi=1						
MAR01	Marginal Task 1 %GO	32	67.97	8.51	45.00	90.00
ACC01	Acceptable Task 1 %GO	32	79.22	6.43	67.00	95.00
OUT01	Outstanding Task 1 %GO	32	92.09	4.77	80.00	100.00
MAR02	Marginal Task 2 %GO	32	70.88	7.58	50.00	85.00
ACC02	Acceptable Task 2 %GO	32	81.50	6.14	70.00	95.00
OUT02	Outstanding Task 2 %GO	32	93.63	4.53	80.00	100.00
MAR03	Marginal Task 3 %GO	32	75.00	8.66	60.00	90.00
ACC03	Acceptable Task 3 %GO	32	84.16	6.47	70.00	95.00
OUT03	Outstanding Task 3 %GO	32	94.78	4.98	80.00	100.00
MAR0A	Marginal Overall %GO	31	70.23	6.56	53.00	88.00
ACC0A	Acceptable Overall %GO	31	81.00	5.48	70.00	95.00
OUT0A	Outstanding Overall %GO	31	92.97	4.22	80.00	100.00

MOS: Military Occ. Special=91A Dimension Number=19: Written Communication Prepost: Pre-delphi vs. Post-delphi=1

MAR01	Marginal Task 1 %GO	31	64.23	9.20	40.00	80.00
ACC01	Acceptable Task 1 %GO	31	75.55	7.07	60.00	90.00
OUT01	Outstanding Task 1 %GO	31	90.00	4.83	80.00	100.00
MAR02	Marginal Task 2 %GO	31	64.13	13.83	20.00	95.00
ACC02	Acceptable Task 2 %GO	31	75.55	9.36	50.00	95.00
OUT02	Outstanding Task 2 %GO	31	89.71	8.00	60.00	100.00
MAR0A	Marginal Overall %GO	31	65.03	11.52	30.00	88.00
ACC0A	Acceptable Overall %GO	31	75.84	8.37	50.00	93.00
OUT0A	Outstanding Overall %GO	31	90.23	7.05	60.00	100.00

MOS: Military Occ. Special=91A Dimension Number=22: Provide Medical Treatment Prepost: Pre-delphi vs. Post-delphi=1

MAR01	Marginal Task 1 %GO	10	75.50	9.26	60.00	95.00
ACC01	Acceptable Task 1 %GO	10	85.20	5.71	80.00	97.00
OUT01	Outstanding Task 1 %GO	10	96.40	3.44	90.00	100.00
MAR02	Marginal Task 2 %GO	10	65.50	10.66	50.00	80.00
ACC02	Acceptable Task 2 %GO	10	76.50	8.51	60.00	90.00
OUT02	Outstanding Task 2 %GO	10	89.40	7.43	70.00	98.00
MAR03	Marginal Task 3 %GO	10	69.50	10.39	60.00	85.00
ACC03	Acceptable Task 3 %GO	10	81.00	8.43	70.00	95.00
OUT03	Outstanding Task 3 %GO	10	93.40	4.09	90.00	100.00
MAR04	Marginal Task 4 %GO	10	67.00	11.35	50.00	85.00
ACC04	Acceptable Task 4 %GO	10	80.00	7.45	70.00	95.00
OUT04	Outstanding Task 4 %GO	10	93.40	4.09	90.00	100.00
MAR0A	Marginal Overall %GO	10	68.60	8.22	60.00	85.00
ACC0A	Acceptable Overall %GO	10	80.80	6.03	75.00	95.00
OUT0A	Outstanding Overall %GO	10	93.00	3.09	90.00	100.00

Task-Based Standard Setting--Detailed  
 Descriptive Statistics  
 (by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FMCODE=22: Provide Medical Treatment Prepost: Pre-delphi vs. Post-delphi=1 -----						
OAH01	Rating for Hypo. Soldier #01, Overall	43	1.05	0.21	1.00	2.00
OAH02	Rating for Hypo. Soldier #02, Overall	43	1.19	0.39	1.00	2.00
OAH03	Rating for Hypo. Soldier #03, Overall	43	1.21	0.41	1.00	2.00
OAH04	Rating for Hypo. Soldier #04, Overall	43	1.35	0.48	1.00	2.00
OAH05	Rating for Hypo. Soldier #05, Overall	43	1.70	0.67	1.00	3.00
OAH06	Rating for Hypo. Soldier #06, Overall	43	1.77	0.65	1.00	3.00
OAH07	Rating for Hypo. Soldier #07, Overall	43	1.98	0.74	1.00	3.00
OAH08	Rating for Hypo. Soldier #08, Overall	43	2.12	0.82	1.00	3.00
OAH09	Rating for Hypo. Soldier #09, Overall	43	2.42	0.88	1.00	4.00
OAH10	Rating for Hypo. Soldier #10, Overall	43	2.60	1.05	1.00	4.00
OAM	Minimum % Go for Marginal, Overall	43	72.07	11.43	50.00	100.00
OAA	Minimum % Go for Acceptable, Overall	43	81.40	8.89	60.00	100.00
OAO	Minimum % Go for Outstanding, Overall	43	91.65	5.79	72.00	100.00

Task-Based Standard Setting--Detailed  
Descriptive Statistics  
(by MOS, Dimension & Delphi-Condition)

VARIABLE	LABEL	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- MOS: Military Occ. Special=91A FMCODE=22: Provide Medical Treatment Prepost: Pre-delphi vs. Post-delphi=2 -----						
T1H01	Rating for Hypo. Soldier #01, Task 1	15	1.67	0.62	1.00	3.00
T1H02	Rating for Hypo. Soldier #02, Task 1	15	2.07	0.70	1.00	3.00
T1H03	Rating for Hypo. Soldier #03, Task 1	15	2.07	0.70	1.00	3.00
T1H04	Rating for Hypo. Soldier #04, Task 1	15	2.07	0.70	1.00	3.00
T1H05	Rating for Hypo. Soldier #05, Task 1	15	2.07	0.70	1.00	3.00
T1H06	Rating for Hypo. Soldier #06, Task 1	15	2.80	0.41	2.00	3.00
T1H07	Rating for Hypo. Soldier #07, Task 1	15	2.80	0.41	2.00	3.00
T1H08	Rating for Hypo. Soldier #08, Task 1	15	2.80	0.41	2.00	3.00
T1H09	Rating for Hypo. Soldier #09, Task 1	15	3.53	0.52	3.00	4.00
T1H10	Rating for Hypo. Soldier #10, Task 1	15	3.53	0.52	3.00	4.00
T1M	Minimum % Go for Task 1, Marginal	12	65.83	8.75	50.00	80.00
T1A	Minimum % Go for Task 1, Acceptable	12	77.08	8.11	60.00	90.00
T1O	Minimum % Go for Task 1, Outstanding	12	92.25	5.12	85.00	100.00
T2H01	Rating for Hypo. Soldier #01, Task 2	15	1.13	0.35	1.00	2.00
T2H02	Rating for Hypo. Soldier #02, Task 2	15	1.13	0.35	1.00	2.00
T2H03	Rating for Hypo. Soldier #03, Task 2	15	1.13	0.35	1.00	2.00
T2H04	Rating for Hypo. Soldier #04, Task 2	15	1.40	0.51	1.00	2.00
T2H05	Rating for Hypo. Soldier #05, Task 2	15	1.40	0.51	1.00	2.00
T2H06	Rating for Hypo. Soldier #06, Task 2	15	1.40	0.51	1.00	2.00
T2H07	Rating for Hypo. Soldier #07, Task 2	15	1.87	0.74	1.00	3.00
T2H08	Rating for Hypo. Soldier #08, Task 2	15	1.87	0.74	1.00	3.00
T2H09	Rating for Hypo. Soldier #09, Task 2	15	1.93	0.70	1.00	3.00
T2H10	Rating for Hypo. Soldier #10, Task 2	15	1.93	0.70	1.00	3.00
T2M	Minimum % Go for Task 2, Marginal	8	57.50	10.35	40.00	70.00
T2A	Minimum % Go for Task 2, Acceptable	8	69.38	8.63	60.00	80.00
T2O	Minimum % Go for Task 2, Outstanding	8	88.75	5.82	80.00	100.00
T3H01	Rating for Hypo. Soldier #01, Task 3	15	1.07	0.26	1.00	2.00
T3H02	Rating for Hypo. Soldier #02, Task 3	15	1.07	0.26	1.00	2.00
T3H03	Rating for Hypo. Soldier #03, Task 3	15	1.20	0.41	1.00	2.00
T3H04	Rating for Hypo. Soldier #04, Task 3	15	1.67	0.62	1.00	3.00
T3H05	Rating for Hypo. Soldier #05, Task 3	15	1.67	0.62	1.00	3.00
T3H06	Rating for Hypo. Soldier #06, Task 3	15	1.67	0.62	1.00	3.00
T3H07	Rating for Hypo. Soldier #07, Task 3	15	2.07	0.59	1.00	3.00
T3H08	Rating for Hypo. Soldier #08, Task 3	15	2.73	0.46	2.00	3.00
T3H09	Rating for Hypo. Soldier #09, Task 3	15	2.73	0.46	2.00	3.00
T3H10	Rating for Hypo. Soldier #10, Task 3	15	3.47	0.64	2.00	4.00
T3M	Minimum % Go for Task 3, Marginal	12	63.75	8.29	50.00	80.00
T3A	Minimum % Go for Task 3, Acceptable	12	77.08	8.11	60.00	90.00
T3O	Minimum % Go for Task 3, Outstanding	12	91.25	3.77	85.00	100.00
T4H01	Rating for Hypo. Soldier #01, Task 4	14	1.07	0.27	1.00	2.00
T4H02	Rating for Hypo. Soldier #02, Task 4	14	1.07	0.27	1.00	2.00
T4H03	Rating for Hypo. Soldier #03, Task 4	14	1.07	0.27	1.00	2.00
T4H04	Rating for Hypo. Soldier #04, Task 4	14	1.29	0.47	1.00	2.00
T4H05	Rating for Hypo. Soldier #05, Task 4	14	1.36	0.50	1.00	2.00
T4H06	Rating for Hypo. Soldier #06, Task 4	14	1.36	0.50	1.00	2.00
T4H07	Rating for Hypo. Soldier #07, Task 4	14	1.71	0.73	1.00	3.00
T4H08	Rating for Hypo. Soldier #08, Task 4	14	1.93	0.73	1.00	3.00
T4H09	Rating for Hypo. Soldier #09, Task 4	14	1.93	0.73	1.00	3.00
T4H10	Rating for Hypo. Soldier #10, Task 4	14	2.36	0.74	1.00	3.00
T4M	Minimum % Go for Task 4, Marginal	10	60.80	8.78	50.00	80.00
T4A	Minimum % Go for Task 4, Acceptable	10	69.90	9.02	60.00	90.00
T4O	Minimum % Go for Task 4, Outstanding	10	88.00	9.49	70.00	100.00